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OPERATION OF PROGRAM 5 IN ALBERTA

by

BARBARA J. BERG

A THESIS

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The undersigned certify that they have read,
and recommend to the Faculty of Graduate Studies for acceptance,
a thesis entitled Operation of Program 5 in Alberta submitted by
Barbara J. Berg in partial fulfilment of the requirements for the
degree of Master of Business Administration.

ABSTRACT

Program 5 of the Federal Technical and Vocational Training Act of 1961 was designed to train the unemployed members of the labor force in skills that would allow them to secure employment and remain employed. This program is worthy of evaluation in Alberta because the financial commitment is considerable and Alberta's costs have risen far faster than those of Canada.

The data compiled in this study was a result of questionnaires administered in September, 1965 and February, 1966 to a ten percent sample of National Employment Service unplaced applicants and to all trainees enrolled in Program 5.

The major conclusions that resulted from analysis of the data were:

1. There was no formal selection policy other than the requirements that were set up in the legislation and the few formalized criteria established by the Alberta Department of Education. The selection process was haphazard. Based upon the characteristics of the unemployed, men have been neglected in favor of training women, older men in favor of younger ones, rural residents in favor of city residents, those with less education in favor of those with more education.

2. The program is presently being used by persons for whom the legislation was not designed to assist, i.e. those who are unemployed

not because of insufficient training or skill but because of seasonality of their industry or occupation; or by persons who are not actually permanent members of the labor force.

3. Present training programs assume that the unemployed population is homogeneous and that all sectors have the same training needs. Courses presently offered are not based on the needs and requirements of industry but on the applicants' interests.

4. Administration of the program does not have clearly defined operating objectives.

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Numerous individuals contributed to the success of the project. The major contributor was Dr. Boris Celosky of the Economics and Research Branch, Department of Labour, Ottawa. He not only provided the Alberta data that his department had compiled but facilitated its use so that this project could be completed by September 1966. For this reason Canadian data published in this study cannot be published in any other form until it has been released by his department.

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Others contributed their time to this project namely: Mr. Duncan Young, Director National Employment Service, Edmonton Office; Miss Ester Nielsen and Miss Janet Spratlin, comments and criticism; Miss Margaret Bolten, clerical assistance. Thank you.

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INTRODUCTION

The Technical and Vocational Training Act

On November 25, 1960, the Honorable Michael Starr, Minister of Labor, introduced the Technical and Vocational Training Act to the Canadian House of Commons. In his introduction, Mr. Starr presented some background on the needs and purposes of this new legislation.

This resolution introduces legislation to stimulate technical and vocational training and broaden its scope throughout Canada. It is designed to undergrid government's program to increase employment to foster national development.¹

Canada has never trained enough manpower to meet the needs of its industry. This fact has been underlined again and again in the recent studies which my department has been making of changing manpower requirements and supplies and the implications for training. To meet our trained manpower needs, we have in the past relied on immigration and on informal acquisition of skill on the job experience ... The present and the future, I believe, are, and will be, very different. The reasons for this are three:

1. During the past decade population in the 15 to 19 years age group rose by a quarter of a million. Yet this is but the beginning of a bulge resulting from the high birth rate of the war and post war years.
2. The demand for skilled and technical workers is increasing far more rapidly than employment generally. The fastest growing occupations are those that require high levels of training. These are the occupations

¹ House of Commons, Canada, Session 1960-61, Vol. 1, Debates on Vocational Training, November 25, 1960 and December 2, 1960. Queen's Printer and Controller of Stationary, Ottawa, 1961, p. 231.

that are being pushed to the fore by rapid technological changes.

3. We must train many more people than in the past because we cannot expect to benefit nearly so much in the future from the immigration of skilled and technical workers. Industrial technology is increasing in the countries from which most of these people come, with the result that their need is growing as rapidly as ours.²

To Mr. Starr, the legislation embodied two training objectives:

1. "To train those already in the labour market who have left the regular school system, particularly the unemployed;
2. to provide more training for those now in school so that the ranks of the unemployed will not be further increased in the future."³

Nature of Concern for Manpower

Discussion in the House of Commons suggests that the concern of Members of Parliament was with three major manpower problems which were prevalent in the Canadian economy. The legislation was designed to alleviate these problems.

1. High Unemployment Rate. According to the Labor Force Survey, the national unemployment rate had risen from 3.4 in 1956 to 7.0 in

²Ibid., p. 232.

³Ibid.

1958. With the exception of moderate fluctuations, it maintained this level for the next two-year period. Mr. Alexis Caron (Hull) spoke on the relationship between legislation and the high level of unemployment prevailing at the time.

Because of the unfortunate unemployment situation we will not, at this stage, take the time of the Committee by making speeches approving these measures. We want more action for the benefit of the unemployed, and less words ... I know it is the intention of the government to intensify the scope of their action to help to solve the unfortunate problem of unemployment which is growing worse month by month. If we can recall to the Prime Minister his promise that as long as he is Prime Minister nobody will suffer from unemployment, then we have to admit that for the first time the government admits the dangerous situation created by the ever increasing problem.⁴

Mr. Best expressed confidence in the bill before the House by stating:

I feel that the measure now before us could have tremendously beneficial effects on unemployment, on the industrial manpower and on productivity in Canada in the near future, and indeed, over the long range ahead.⁵

Throughout the discussion all political parties were in favor of the principles of the bill. They indicated their realistic evaluation of the legislation's intended effectiveness by noting that while it might relieve the present unemployment situation by stimulating the economy through the capital

⁴Ibid., p. 233.

⁵Ibid., p. 466.

expenditure program, its major contribution would be the long range upgrading of manpower resources.

2. The Imbalance between Quality of Labour Demanded and Quality of Labour Available. This problem was seen to have two component parts: current and future demand was expected to be for labour with technical skills; and the supply consisted of unskilled labour. As the technical character of industry increased, an increasing demand for technically skilled manpower was expected. It was felt that these people, in addition to their specialized technical skill, needed a basic technical knowledge that would permit them inter-occupational mobility and an opportunity to modify present skills in the continually changing labour market. While shortages of technical and skilled workers existed, the rate of unemployment among unskilled workers, in October, 1960 was very high--almost 15%.⁶ This would indicate that the unemployed are perhaps unemployable to the degree that they do not possess the skills demanded by the labour market. It was this problem of balancing skill supply and demand that created concern within administrative circles and supported the need for further educational support.

3. Ineffectiveness of the Vocational Training Coordination Act. The Vocational Training Coordination Act⁷ which passed in 1952, financed

⁶ Ibid., p. 232.

⁷ R. S. C. 1952, c. 286 as amended by S. C. 1953-54, c. 45.

training programs deemed necessary to prepare persons for employment or to upgrade workers in their present occupations. Schedule "M" specifically provided for the training of the unemployed. In light of the high unemployment rate among low skilled workers, it was generally believed that the Act had been ineffective. However, the provincial governments must share responsibility for this ineffectiveness, for many of them did not take full advantage of the grants that were available. The lack of adequate training facilities also deterred progress.

The members of parliament concluded that the proposed legislation would contribute significantly to the solution of these problems.

Operational Agreement

The Technical and Vocational Training Assistance Act of April 1, 1961, provided financial assistance for the development and operation of technical and vocational training facilities and programs throughout Canada.⁸ Under the 6 year agreements that were subsequently signed with each of the provinces, the Government of Canada undertook to contribute to costs incurred by the provinces in undertaking such programs. As noted earlier, the 1961 Act repealed and replaced its predecessor, the Vocational Training Coordination Act.

⁸Department of Labour, Annual Report Fiscal Year Ended March 31, 1961, Queen's Printer, Ottawa, 1961, p. 77.

Under the new statute, programs such as Technician Training, Training in Cooperation with Industry, Training of Technical and Vocational Teachers, and Capital Expenditure were established. In addition, many of the programs established under the Vocational Coordination Act were retained and expanded. These included Student Aid, Training of Disabled Persons, Vocational Correspondence Courses and Training of the Unemployed.

The subject of this study encompasses one of these programs-- Training of the Unemployed, formally Schedule "M" and presently Program 5 of the Technical and Vocational Training Act.

Need to Evaluate Program 5

Canada Costs and Enrollments

It is reasonable to question the worthiness of Program 5 because the financial commitment to it has been considerable. Since its inception, enrollments under Program 5 have only tripled while annual cost has increased nearly fourfold. Table 1-1, Program 5 Costs and Enrollments--Canada shows costs and enrollment for each fiscal year, as well as annual percentage changes. Additional information such as cost per enrollment, annual average of unemployed and enrollments per unemployed is also provided.

In 1961-62, \$5.9 million was spent to train and upgrade 20,706 persons. In the second year costs nearly doubled. From 1963-64 to the present, the rate of increase in both enrollments and costs has been comparable. In 1965-66, \$23.9 million was spent on 59,550 trainees. Figure 1.1, Total Cost

Table I-1

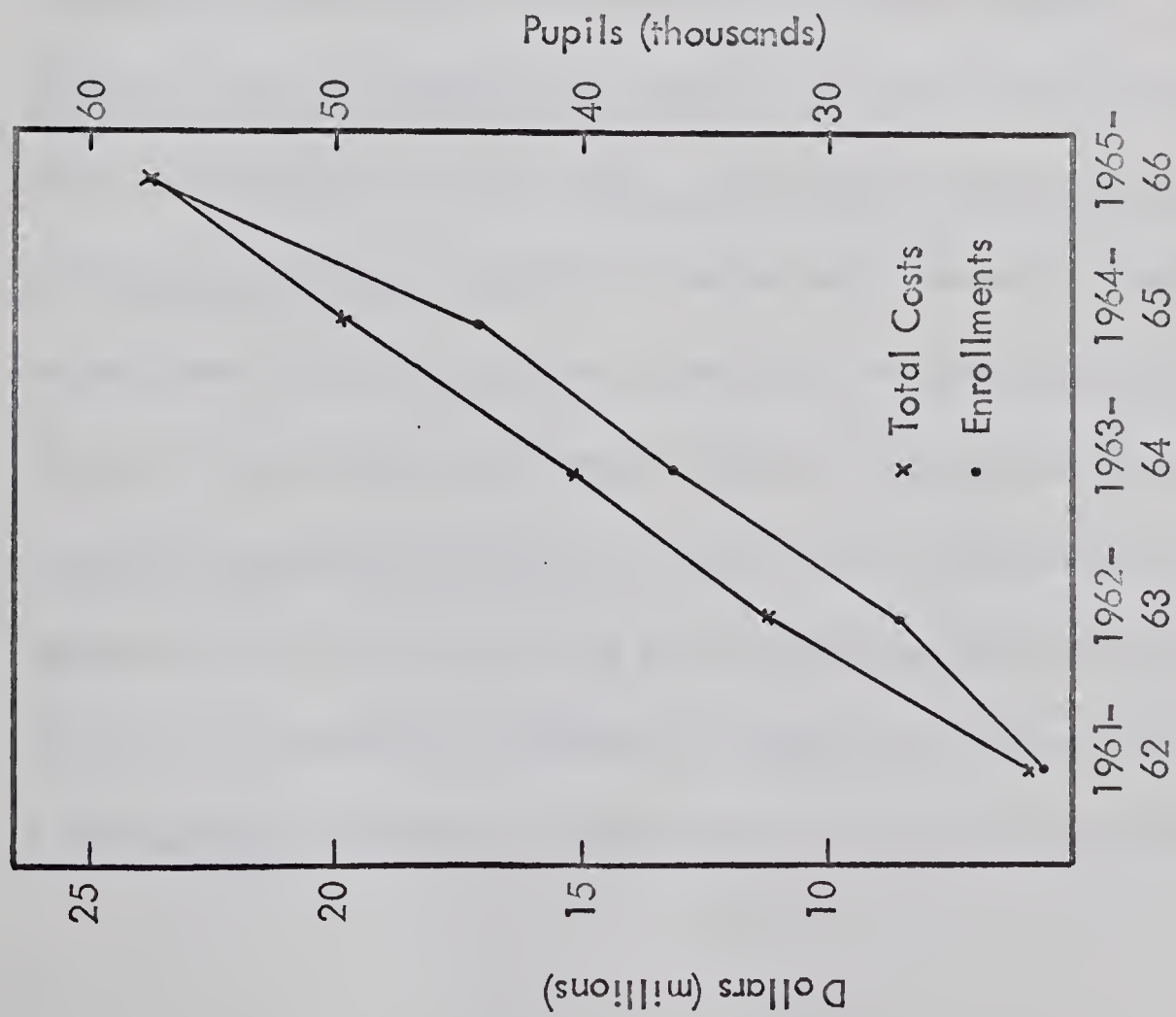
COSTS AND ENROLLMENTS - CANADA

CANADA	Fiscal Year 1961-62	Fiscal Year 1962-63	Fiscal Year 1963-64	Fiscal Year 1964-65	Fiscal Year 1965-66	Total 1961-66
Est. Total Cost-Fed. & Prov. ^a	\$5,922,250	\$11,255,896	\$15,191,524	\$19,801,398	\$23,944,877	\$76,115,945
Percentage Change in Cost Per Year	99.2%	90.1%	35.0%	30.3%	20.9%	
Enrollments ^b	20,706	27,767	36,125	44,652	59,550	188,750
Percentage Change in Enrollments	24%	34%	30%	24%	33%	
Cost Per Enrollment ^c	\$286.01	\$405.37	\$420.53	\$443.46	\$402.10	
Unemployed - Average Annual	433,000	387,000	353,000	308,000	269,000	
Enrollments/Unemployed	4.78%	7.17%	10.23%	14.50%	22.14%	

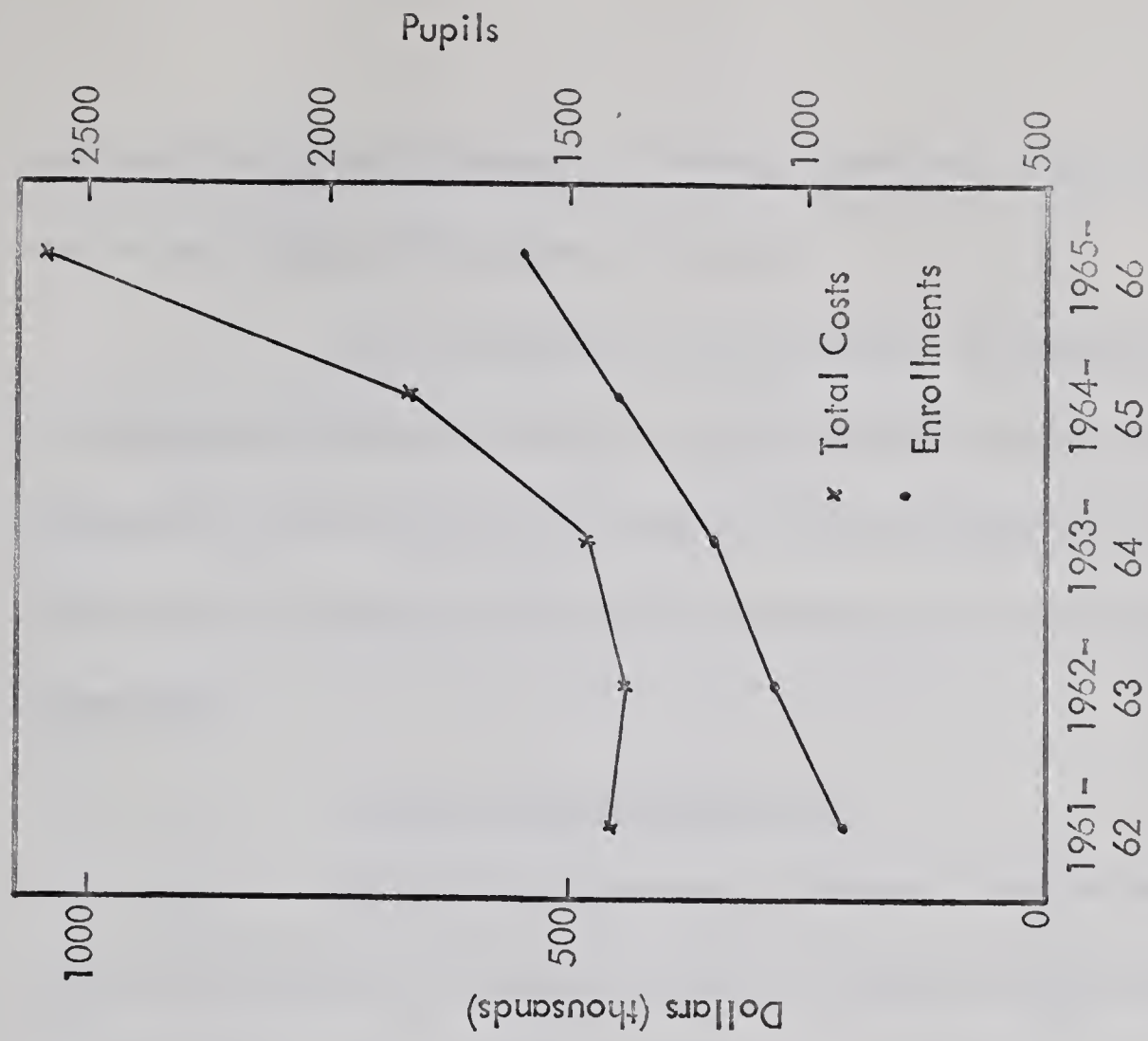
^aDepartment of Labour, Annual Reports - 1960-66. Estimates are based on the Reimbursement allowance. An 80% figure was used for 1964-65 and 1965-66 to represent the 75% reimbursement for operational costs plus the 90% reimbursement for training allowances.

^bDepartment of Labour, Annual Reports - 1960-66. Full-time students only.

^cCost figures should be used with caution because enrollments do not reflect length or type of course and training allowances vary by marital status and location of home.



Source: See Table 1-1.



Source: See Table 1-2.

and Total Enrollment of Program 5 - Canada, graphically illustrates the growth and the magnitude of the program in Canada.

While enrollments have increased, the number of unemployed has decreased; therefore, enrollments per unemployed have increased from 4.8 percent in 1961-62 to 22.14 percent in 1965-66 (Table 1-1). This indicates that the training program is penetrating more deeply into the ranks of the unemployed.

Alberta Costs and Enrollments

Alberta's administration of Program 5 is more worthy of analysis than Canada's because of the rate of increase in costs compared to the rate of increase in enrollments.

The annual cost of Program 5 in Alberta increased nearly threefold from \$422,017 in 1961-62 to \$1,202,326 in 1965-66. Table 1-2, Program 5 Costs and Enrollments - Alberta, gives this information for each fiscal year during this period. Figure 1.2, Total Costs and Total Enrollments of Program 5 - Alberta, graphically demonstrates the yearly change in expenditures. One would expect Alberta costs to parallel Canada costs (Figure 1.1) and Alberta enrollments (Figure 1.2) to parallel Canada enrollments. In neither situation did this occur. Alberta's costs decreased by 6.8% the second year and then rose rapidly; the increase from 1964-65 to 1965-66 was 77.8%. The enrollments in Alberta increased only 11 percent each year to a total of 1629 in 1965-66. Unemployment in Alberta has been decreasing

Table 1-2

PROGRAM 5 COSTS AND ENROLLMENTS - ALBERTA

ALBERTA	Fiscal Year 1961-62	Fiscal Year 1962-63	Fiscal Year 1963-64	Fiscal Year 1964-65	Fiscal Year 1965-66	Total 1961-66
Total Cost ^a	422,017	393,198	475,404	676,196	1,202,326	3,169,141
Percentage Change in Cost Per Year		-6.8%	20.9%	42.0%	77.8%	
Enrollments ^b	974	1,124	1,268	1,438	1,629	6,433
Percentage Change in Enrollments		11.5%	11.3%	11.3%	11.3%	
Cost per Enrollment Excluding Training Allowance	\$285.72	\$199.61	\$206.46	\$232.40	\$470.07	
Average Training Allowance per Student	\$147.56	\$150.21	\$168.46	\$237.83	\$267.31	
Total Cost Per Student	\$433.28	\$349.82	\$374.92	\$470.23	\$738.01	
Unemployed Annual Average ^c	22,000	19,000	18,000	16,000	14,000	
Enrollments/Unemployed	4%	6%	7%	9%	12%	

^aProvince of Alberta, Department of Education, Summaries of Provincial Expenditures for Operational Cost for the Training of the Unemployed. Fiscal Years 1961-62 to 1965 inclusive.

^bDepartment of Labour, Annual Reports, 1960-66. Full-time students only.

^cDominion Bureau of Statistics, The Labour Force, 1961-66, Alberta.

for the past 5 years. As a result the penetration rate, enrollments per unemployed, is presently at 12 percent.

A further analysis of the costs seems to indicate an extraordinary increase in the last few years. The average training allowance per student increased as expected with periodic revisions of allowances. The statistics indicate a decrease and then a sharp increase in cost per enrollment (Figure 1.3). The cost per enrollment in Alberta for 1965-66 was \$470.07 excluding the average per student training allowance of \$267.31. In Canada the cost was \$402.10 which included training allowances. The estimated operating expenditure per pupil for all public elementary and secondary schools in Alberta for 1965 was \$446.00.⁹ This cost covers a 10-month period whereas the courses under Program 5 vary in length from 14 weeks to 8 months with a median length of approximately 5 months. This cost differential is significant.

Table 1-3 shows the distribution of operational costs for Program 5. In 1965-66 the costs were distributed as follows: 23.2 percent for salaries, 67 percent of which was for instructors; 36.2 percent for training allowances; 14.0 percent for fees; 14.1 percent for rentals and 12.5 percent for other.

Because expenditures are rising sharply to a cost of over \$1 million for 1965-66, and because Alberta's costs of and enrollments in Program 5 are quite different from those of Canada, a detailed analysis of the program in Alberta is in order.

⁹Eric J. Hanson, "Financing Education in Alberta," Research Monograph 11, Alberta Teachers Association, Barnett House, Edmonton, March 1966, p. 65.

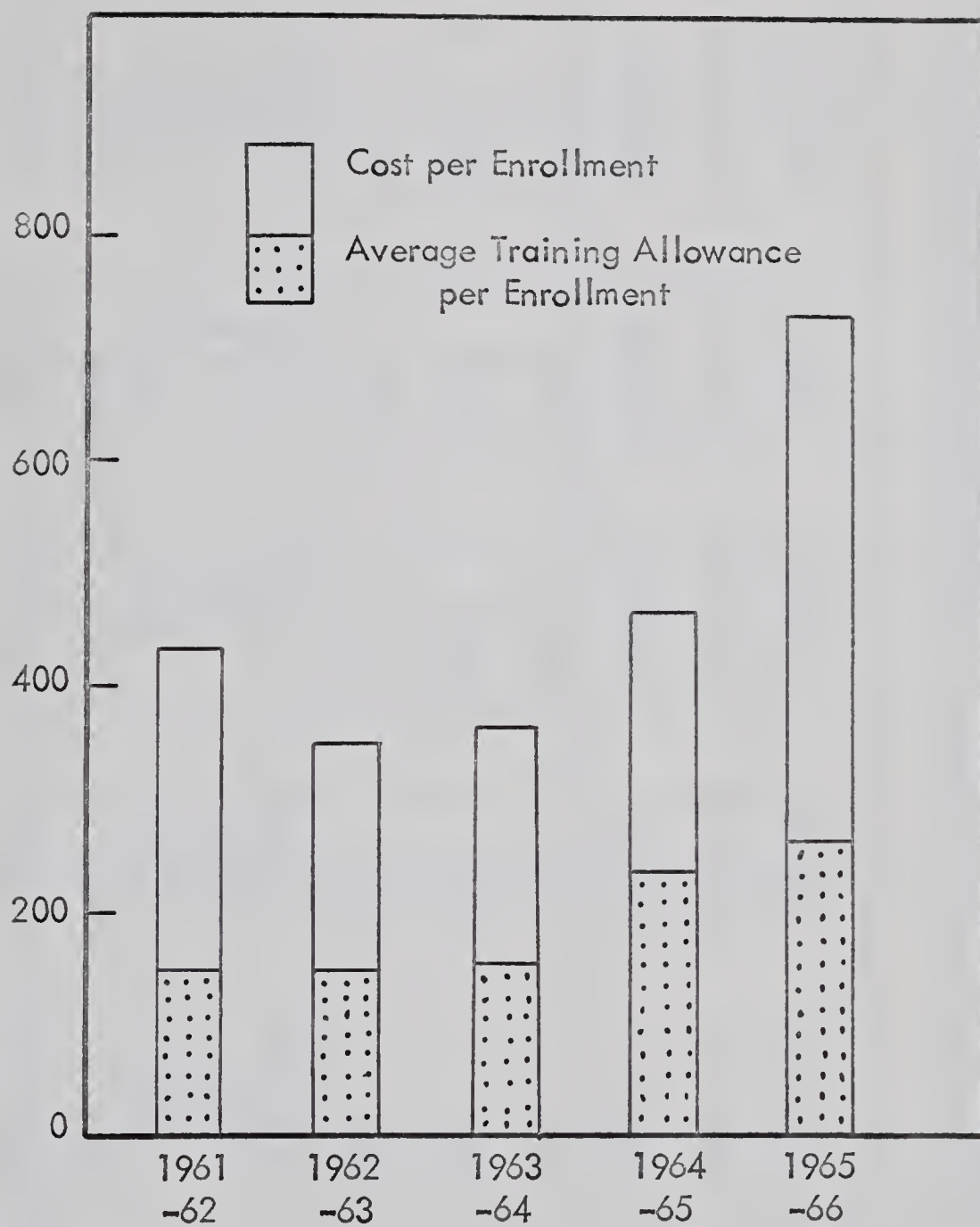


Figure 1.3

Total Cost per Trainee for Alberta

Table I-3

DISTRIBUTION OF PROGRAM & COSTS - ALBERTA^a

	1961-62	1962-63	1963-64	1964-65	1965-66	Total
Salaries	33.9	24.8	16.4	16.2	23.2	
Instructor	82.1	70.0	64.9	82.4	67.3	
Supr. Staff	4.8	16.4	26.9	8.8	9.0	
Clerical	13.1	13.6	8.3	8.8	23.7	
	100.0%	100.0%	100.0%	100.0%	100.0%	
Allowances	34.1	42.9	44.9	50.6	36.2	
Fees	25.6	26.8	33.5	29.0	28.1	
Other	6.4	5.5	5.2	4.2	12.5	
	100.0%	100.0%	100.0%	100.0%	100.0%	
	\$422,017	\$393,198	\$475,404	\$676,196	\$1,202,326	
Instructor Cost Per Enrollment	\$120.58	\$60.63	\$40.01	\$62.66	\$115.52	

^aProvince of Alberta, Department of Education, Summaries of Provincial Expenditures for Operational Costs for the Training of the Unemployed, Fiscal Years 1961-62 - 1965-66 inclusive.

Research on Effectiveness of Program 5

Until recently, except for a study conducted by Dr. R. Warren James entitled The Characteristics of Persons Looking for Work: A Survey of Registrants with the National Employment Service, September, 1960 there has been no extensive research into the effectiveness of the program.¹⁰ The James study was presented to the Special Committee of the Senate on Manpower and Employment, January 25, 1961 to help to justify the need for an expansion of training opportunities for the unemployed.

In order to more accurately appraise the value of Program 5, the Economics and Research Branch, Department of Labour, under the direction of Mr. J. P. Francis decided to conduct a complete review. A pilot study was conducted in the summer of 1964 in Cornwall, Ottawa and Hull to determine the feasibility of a national study. In September of 1965, it was decided that a national study would be launched. The primary objectives of the study were:

¹⁰ Federal and Nova Scotia Departments of Labour, Employment & Unemployment in Nova Scotia--Preliminary, 1962, Ottawa, Halifax, mimeo;

G. R. Horne, W. J. Gillian, R. A. Helling, A Survey of Labour Market Conditions, Windsor, Ontario, 1964: A Cast Study, Economic Council of Canada, 1964, mimeo;

I. R. Nininger, A Survey of Changing Employment Patterns at Lakehead Cities of Port Arthur and Fort William, Ontario Economic Council, December, 1964.

Federal Department of Labour, Report of Training Programs for Unemployed Persons, Alberta, Saskatchewan, Winter, 1960, Ottawa, mimeo.

1. to obtain a detailed profile of the unemployed so that a close articulation between the training courses and the (unemployed) population to be trained could be obtained;
2. to study the operation of training presently conducted under Program 5 with a view to further strengthening its efficiency and usefulness.¹¹

Under the national study, questionnaires were administered to three groups of unemployed persons. A systematic random sample of 10 percent of all National Employment Service unplaced applicants comprised the first group. A questionnaire (Appendix I) was sent to this group in September, 1965 to determine in some detail the characteristics of its membership. The same questionnaire was administered in February 1966 to another random sample of unplaced applicants. The months of September and February were chosen because they represent the extreme points of low and high unemployment and should demonstrate differences in the two populations of the unemployed.

The second group consisted of all unemployed persons who were taking training under Program 5. The questionnaire was basically the same as the one administered to the unplaced applicants (Appendix II). It also

¹¹ Department of Citizenship and Immigration, Research Branch, Preliminary Report on September 1965 Survey of Trainees in Programme 5, 1965-66, Ottawa, p. 2.

was administered in September, 1965, and February 1966. Information gathered from the group will not only define the characteristics of the unemployed participating in training; it will also permit a comparison with characteristics of those not in training. This comparison may provide a means of evaluating the selection and admissions practices for Program 5.

In order to determine the relationship between training received and subsequent occupational selection, a third questionnaire (which contained a section on immediate occupational destination of trainees leaving Program 5 as well as basic characteristics of the trainees) was administered to all trainees who began their training during October. This questionnaire, like those for the other two groups, was also administered during January, 1966.

Procedure and Objectives of the Study

Through the cooperation of the Research Branch, Department of Labour, the data obtained in the national study on Unplaced Applicants and Trainees for the Province of Alberta has been released for this study. Information obtained focused on personal characteristics, education, work history, unemployment history and finances of both groups. Unfortunately the data from the third group, relating training received and subsequent occupational selection, will not be available until Fall, 1966.

With the aid of data provided by the national study, the objectives of this study are:

1. to obtain a detailed profile of the unemployed so that a close articulation of the relationship between the training courses and the (unemployed) population to be trained might be obtained;
2. to study the operation of training presently conducted under Program 5, with a view to further strengthening its efficiency and usefulness;
3. to determine the actual policy and criteria for selection of Alberta unemployed for Program 5 training;
4. to determine characteristics of the unemployed who are not participating or cannot participate in Program 5;
5. to determine the differences between those unemployed in September and those unemployed in February.

In the attempt to achieve these objectives, the data obtained in the national study were assembled and examined as follows:

1. Characteristics of unplaced applicants groups of September 1965 and February 1966, were identified. They included background information as to age, residence, marital status, and number of dependents; education by grade level attained and type of secondary education; finances, such as debts, unemployment insurance benefits, and family income; work history data, such as amount of unemployment, number of job changes, seasonality of unemployment, occupation, and industrial attachment; and mobility factors, such as province of birth, place of residence 3 years ago, and willingness to move.

2. Similarly, characteristics of trainee groups of September 1965 and February 1966 were identified. Additional information on name, length and preference of training course was included for this group.

3. Characteristics of September and February unplaced applicants were compared; similar comparisons were made between September and February trainees, between September unplaced applicants and September trainees, and between February unplaced applicants and February trainees.

CHAPTER I

Operation of Program 5

Provisions

The administrative regulations of Program 5 can be divided into two categories: (1) federal regulations negotiated under the Technical and Vocational Training Act with each province and formalized by individual agreements; and (2) procedural regulations set down by each province within the established legislative framework to meet its specific needs.

The major federal provisions are:¹²

- 1) Eligible among the unemployed are those:
 - a) previously gainfully employed, or
 - b) seeking work;
 - c) under 20 years of age who have been out of regular school 12 months;
 - d) whose training is considered necessary for their participation in the labour force;
 - e) registered with National Employment Service, or
 - f) if from rural areas, applying under the federal-provincial Agricultural Rehabilitation and Development Act;

¹²Technical and Vocational Training Agreement - as Amended March, 1965. (Between the Government of Canada and the Government of the Province of Alberta.) "Schedule 5 - Program for the Training of the Unemployed (M) Program 5 Regulations", p. 19.

- g) not in apprenticeship. (These individuals come under the federal-provincial Apprenticeship Training Agreement.)

2) Available training consists of:

- a) a refresher course; or
- b) training for a new occupation;
- c) basic courses considered necessary to prepare the individual for entry into an occupation, provided that:
 - (1) courses do not exceed 12 months' duration
 - (2) full-time courses provide a minimum of 27 hours of instruction per week in private and vocational schools and 35 hours in special training centers.

If the provinces design courses and select participants in compliance with these and a few administrative and control regulations, the federal government will contribute 90% of approved provincial training allowances paid to unemployed persons while in training. In Alberta as of June 1, 1964, the rates of allowances which may be paid to selected trainees, are:

- 1) Single and living at home \$2.00 per day
- 2) Single and living away from home \$3.00 per day
- 3) Head of family and living at home \$7.00 per day
- 4) Head of family and living away from home \$10.00 per day.¹³

¹³ Alberta Legislature, Order in Council 822/64 (pursuant to programs coming within the terms and conditions of the Technical and Vocational Training Agreement, 1961) Edmonton, May 26, 1964.

If the trainees receive unemployment insurance benefits, allowances equal to the difference between the unemployment insurance benefit and the applicable daily allowance may be paid.

In addition, the federal government will contribute 75% of all other approved provincial costs such as: salaries, travelling expenses, equipment, rental of premises, supplies, and materials. Reimbursement for capital expenditures is administered under another schedule within the Technical and Vocational Training Act.

Alberta's provincial regulations were established and administered by the Division of Vocational Education of the Department of Education.

According to their specifications, an eligible trainee:

- 1) must be a bonafide resident of Alberta and at least 17 1/2 years of age;
- 2) must be unemployed and registered with the National Employment Service;
- 3) must be suitable for the training requested;
- 4) must have been out of the regular school system for 12 months if under 20 years of age;
- 5) if a married woman, must be the provider for her family.
- 6) Financial circumstances may be a consideration.¹⁴

¹⁴ National Employment Service of Canada, Program 5 - The Training and Retraining of the Unemployed, no date, mimeo.

Procedure

Procedures to be followed by an unemployed person for enrollment in a program are straightforward. The unemployed individual must register with the National Employment Service (NES). He (or she) is counselled by NES on the provisions of the program, and is allowed to choose his occupational direction and training program; if undecided, he is advised of the alternatives open to him.

While it is not spelled out in legislation or regulations as a practical matter, the applicant must have enough unemployment insurance benefits to carry him through his training program. If he has benefits his chances are better not only for being selected, but for being able to 'live' while in training and thereby complete the course. The province will pay him the difference between his unemployment insurance and the maximum allowance, and if he does not have full unemployment insurance benefits due him, his chances of being selected are diminished.

If the applicant is approved by NES for training, he is then referred, with their recommendation, to the Division of Vocational Education. They also interview the applicant and, in 9 out of 10 cases, concur with the NES recommendation. If they disagree with NES, a meeting is held to resolve the conflict and a mutual decision is reached.

The opinion of the Department of Education is that Program 5 is just one of the alternatives available for training. Other programs exist in the Technical and Vocational Training Agreement and the Apprenticeship

Training Program, any of which may be as good as or better for the individual than Program 5. Occasionally Program 5 applicants are directed to the Apprenticeship Training Program. This practice is consistent with the individual counselling by the Department of Education. The Department feels that each applicant should be counselled as an individual, with particular attention given to his specific attributes and abilities.

Upon completion of counselling, the applicant is either enrolled in an existing course, or a course is developed to meet established training objectives. The courses are of three basic types: basic academic courses with particular reference to mathematics, science and English; pre-apprentice courses and those which will provide the trainee with a marketable skill such as barbering. The Department of Education is extremely willing to set up new or additional courses if existing ones are inadequate or inappropriate. However, new courses require that the trainee wait a longer period of time before commencing training; and if sufficient benefits or allowances are not available, hardship may be created.

Evaluation of Provisions and Practices

The legislative framework of the program is well designed and is broad enough to accommodate all segments of the unemployed as well as individual provincial requirements. It is generously funded and control, operation, and responsibility for education is maintained by the provinces.

The policies and regulations established by Alberta are not "law", and as a result exceptions to the "rule" can be allowed, and flexibility is maintained. Because these regulations are formalized and are used by the National Employment Service as basic selection criteria they are generally adhered to. Like the federal provisions they are broad in coverage so as to be non-restrictive and are in line with the intent of the law.

Any discrepancies between the intent of the law and its actual operation arise in the selection and counselling of prospective trainees. First, and as indicated previously, an individual could be encouraged to acquire training under the Apprenticeship Program. Admission to this program, however, requires that he must be employed, and the employer must actively cooperate in the training process. Before acquiring training then, the unemployed must first gain employment. In some cases the Department of Education will attempt to secure employment for the applicant in order that he may participate in the apprenticeship program.

Second, the training, according to federal provisions, must be considered necessary for the individual to more fully participate in the labour force. This means that the counselling agencies (NES and Department of Education) should direct the individual toward an occupation in demand on the labour market. However, the philosophy¹⁵ of those administering the

¹⁵ Information obtained from Mr. Don Campbell, Assistant Director, Division of Vocational Education, Alberta Department of Education, May 18, 1966, personal interview.

program is to counsel the applicant solely as an individual and without reference to the labour market. This practice may be accounted for by the dearth of short-and long-range forecasts of labour demand and supply. In addition, direction of the program by the province may lead to a narrowing of interest and perspective. The Alberta labour market is viewed as a discrete independent entity, separate from national labour markets and with unique manpower problems. Because the program operates without cognizance of the larger labour market, present counselling practices may solve only short-range, immediate problems; and may even intensify long-range unemployment and retraining problems. In other words, if counselling and training activities are a function of the imperfect knowledge of the individual applicant rather than the labour market in both the short and long range, labour market imbalances and fluctuations will still occur, resulting in unemployment in fluctuating degrees.

Third, provincial guidelines state that an applicant must be suitable for the training requested. One could properly assume that this means the individual must possess the proper aptitude. However, the provision is not interpreted in this manner. To both the Division of Vocational Education¹⁶ and the National Employment Service,¹⁷ the individual must demonstrate the

¹⁶ Ibid.

¹⁷ Information obtained from Mr. Duncan Young, National Employment Service, Director Edmonton Branch, Personal Interview, May 19, 1966.

required motivation. It is felt that if the trainee is not motivated and does not possess the proper attitude that any training effort would be a waste of time and money.

A study presently being conducted on unemployed youth in Winnipeg indicates that unemployed youths lack motivation to acquire further education.¹⁸ If lack of motivation is a predominant characteristic of the 'hard-core' unemployed, and only motivated applicants are selected for training, with no effort made to increase motivation levels, then Alberta's operation of Program 5 as intended by the law can be questioned.

Revisions to Program 5

A bill entitled Training Allowances Act, 1966¹⁹ was presented to the House of Commons on May 19, 1966 as a result of indications that two areas of the 1961 Act needed modification to permit effective utilization of the training program.

First, the administration of the Act is no longer tied to Unemployment Insurance benefits. While in training, the unemployed person will not be entitled to unemployment insurance, but will receive a training allowance. The unemployment insurance to which he is entitled, is held as

¹⁸Manitoba Economic Consultative Board, 2nd Annual Report, "Preliminary Study of the Characteristics of Unemployed Youth in Winnipeg," March, 1966. p. 14-15.

¹⁹House of Commons, Canada, Bill C - 186, Training Allowance Act, 1966, 1st Session, 27th Parliament, 14-15 Elizabeth II, 1966.

an accrual and may be used should he be unable to secure employment upon completion of his training.

It has been suggested that this section of the new law may mean removal of the requirement of NES registration, thereby giving credit to placement activities provided for the unemployed by unions and similar groups.

Second, it was generally held that the previous subsistence allowances were inadequate, insofar as they did not allow the trainee to maintain himself during training. This situation has been remedied, and the proposed training allowances are:

- a) a basic \$35.00 per week for which the federal government will reimburse the provinces in full;
- b) a supplemental allowance to cover family circumstances and cost of living which will be 90% reimburseable. The proposed supplemental allowance schedule in Alberta is:
 - 1) trainee plus one dependent \$19 per week
 - 2) trainee plus two dependents \$29 per week
 - 3) trainee plus three or more dependents \$38 per week
 - 4) living out of town \$15 per week.²⁰

The intent of this proposed legislation which should go into effect July 1, 1966 is excellent and remedies certain injustices. Due to the

²⁰ Letter from Mr. Tom Kent, Deputy Minister of Citizenship and Immigration, Canada, to Mr. Ken Pugh, Deputy Minister of Labour, Province of Alberta, March 16, 1966.

amount of money involved it is anticipated that selection criteria, either formal or informal, will become more stringent. Remembering the selection criteria used by administrators of the program in Alberta, it may further distort the intent of the law as it is administered in this province.

CHAPTER II

Data Gathering Procedure

Sample of Unplaced Applicants - September 20, 1965²¹

The instructions sent to each local National Employment Service Office stated that a 10% sample was to be drawn from the total live file of unplaced applicants in that office. For example, if an office had 5,000 unplaced registrants, the sample size would be 500. The random number "three" was selected determining that the 3rd, 13th, 23rd, etc. cards would form the 10% sample. If any of the tenth cards selected were coded E, physical or social handicap; EP, executive and professional; NA, not available for work; OA, out of area; PT, part-time, or SE, summer employment; they were to be excluded. These groups were excluded so that only those unplaced applicants who were actively seeking and available for work would be selected. These represent the truly "unemployed". The only exception to this was the executive and professional group which was excluded since so few executive personnel register with NES that they do not accurately represent their category.

The selection of the sample took place between the close of business on Friday, September 17, and re-opening of the office on Monday,

²¹ National Employment Service, Canada, Economics and Research Branch, Survey of the Unemployed, (Employment circular no. 400), August 19, 1965.

September 20.

A questionnaire (Appendix I), containing questions about family background, education, work and unemployment experience, and financial status was sent by regular mail to the selected sample. They were sent in the first outgoing mail on Monday, September 20.

A control file was established in order to identify nonrespondents. To insure a high rate of return of questionnaires, a second mailing was issued between Friday, October 1 and Monday, October 4 to the first mailing non-respondents. The procedure followed was identical to that of the first mailing. A third mailing took place between Friday, October 15 and Monday, October 18 to the remaining non-respondents. This time the questionnaires and materials were sent by registered mail.

The final response rate in Alberta was 81.8 percent. Completed questionnaire responses from all three mailings were returned to the local NES office which, in turn, mailed them to the Economics and Research Branch in Ottawa.

Table 2-1, lists the N (total number of unplaced applicants minus the number that were excluded) and the n (the sample size which was equal to 10 percent of the total number of unplaced applicants), for each office in Alberta. The Lloydminster NES office services both Alberta and Saskatchewan and was treated as a Saskatchewan office.

Table 2-1 Sample - September 20, 1965

NES Offices	N	n
Blairmore (899)	211	17
Calgary (811)	4,375	440
Drumheller (866)	134	18
Edmonton (812)	4,757	514
Edson (898)	117	13
Grande Prairie (859)	366	44
Lethbridge (860)	961	87
Medicine Hat (861)	450	50
Red Deer (888)	550	62
<hr/>		
Total	11,921	1,245

In an attempt to eliminate the non-response bias, approximately 1,000 non-respondents in Canada were interviewed.²² From Alberta's 234 non-respondents a random procedure was used to select a 25 percent sub-sample. The subsample consisted of 58 non-respondents from Calgary, Grande Prairie, Medicine Hat, Red Deer, and Edson. Twenty-five of the 58 responded to the follow-up for a response rate of 43.1 percent. This brought the total response rate in Alberta to 83.8 percent.

To further eliminate the non-response bias and bring the sample size to the full 10 percent the Economics and Research Branch took the responses of the non-respondents and multiplied this by a factor of 9 on the assumption

²²Ibid., Employment Circular 400-2, November 1, 1965.

that the non-respondents were a homogeneous group. Twenty-five times nine or 225, then, represented the non-response group. This plus initial returns gave them the desired 10 percent sample.

Sample of Unplaced Applicants - February 21, 1966²³

With the exception of the sample size, the procedure used in February was identical to the September procedure. Because the number of unemployed in February was approximately twice the September figure a five percent sample was selected. The sample sizes were therefore approximately equal.

Table 2-2 Sample - February 21, 1966

NES Offices	N	n
Blairmore (899)	323	18
Calgary (811)	8,744	446
Drumheller (866)	507	27
Edmonton (812)	11,900	622
Edson (898)	263	15
Grande Prairie (859)	676	40
Lethbridge (860)	2,675	138
Medicine Hat (861)	1,248	67
Red Deer (888)	1,339	71
Total	27,675	1,444

²³Ibid., Employment Circular 400-3, January 7, 1966.

The response rate as a result of the three mailings was 86.3 percent.

The reader should note that the sample was designed for national purposes and no special consideration was given to regions or provinces.

Trainees Under Program 5 - September 20, 1965 and February 21, 1966²⁴

The procedure used to obtain data on the unplaced applicants and trainees differed from that used for the unemployed in that questionnaires were administered to the entire universe, not just a sample. The questionnaire (Appendix II) was identical to the unplaced applicants' questionnaire with the exception that information on the training center and name and length of course was solicited.

The course instructor completed items dealing with the name and address of the training center, and the name and duration of the course. The questionnaires were then distributed to all individuals who were registered in the training center under Program 5 on Monday, September 20, 1965. Students completed the questionnaire during the instruction period. Trainees absent on September 20 completed the questionnaire upon their return to classes. Those who did not complete the questionnaire by September 24 were

²⁴Letter from J. P. Francis, Director of Economics and Research Branch - to Training Centers, September 7, 1965.

excluded from the response group. All completed questionnaires were forwarded to Ottawa on September 27. A total of 397 Alberta trainees completed the September questionnaire.

The procedures followed in the February 21st survey were identical to those used for the September survey. The February questionnaire was completed by 569 Alberta trainees.

CHAPTER III

CHARACTERISTICS OF THE UNEMPLOYED OF ALBERTA

This chapter will describe the characteristics of the Alberta unplaced applicants that were sampled in September and February. While the sample sizes for the two time periods were about the same, the number unemployed in February was almost double that of September. Comparisons will be made to Canada's unplaced applicants where it is meaningful.

Certain definitional problems always occur in any discussion of the unemployed population of Canada. Official unemployment figures are published by the Dominion Bureau of Statistics in its monthly publication, The Labor Force. The statistics in the monthly report are based on a sample survey of 35,000 households throughout Canada.

The National Employment Service's monthly compilation of registered, unplaced applicants is also used as an indication of the unemployment/employment situation in Canada. Consequently, composition of the unemployed labour force, can differ depending upon the source of the data used. For example, The Labor Force indicated that there were between ten and fifteen percent more unemployed men than did the N.E.S. unplaced applicants figures. Or to state it another way, unplaced applicants reflected larger percentage of women than did The Labor Force. Possible explanations for the higher proportion of female unplaced applicants are:

1. The survey methods differ such that women may register with N.E.S. for employment but are not actually in the labour force.
2. Women are not as flexible as to alternative occupations as men and therefore stay unemployed longer.
3. More jobs are available for men and they are faster to place than women.
4. Men use more alternative sources of employment, i.e. unions, word of mouth, advertising, than do women.

References that are made in this study to the unemployed are all in terms of the unplaced applicants population, since this was the population that was sampled. This proved necessary because no detailed data was available on the unemployed from other sources.

The chi-square statistic was used to compare Alberta's and Canada's unplaced applicant populations on twenty-seven characteristics in September and February (see Appendix III). This analysis proved that Canada's and Alberta's unplaced applicants were significantly different from each other in September and February. However, the women appeared to be alike on more characteristics than the men. Alberta male unplaced applicants from the September group were compared to their February counterparts. The result was as expected: there was no relationship between the two populations. Similarly, the two groups of Alberta unemployed women were compared to each other and they proved to be quite similar to each other on the majority of characteristics tested.

Sex - Unplaced Applicants

The distribution of the 1235 male and female Alberta September unplaced applicant's sample population was about equal, with males representing forty-nine percent of the registrants and females representing fifty-one percent of the registrants. The distribution for Canada's unplaced applicant sample population was fifty-seven percent males and forty-three percent females. Because seasonality influences women less than men, the proportions changed in February. Seventy-two percent of the Albertans and seventy-five percent of the Canadians were male.

Analysis revealed that the characteristics of the male and female components differed so greatly that for discussion purposes they will be treated separately. The presentation of the characteristics has been segregated into five areas: personal characteristics, financial position, education, work and unemployment history, and mobility factors.

Personal Characteristics of Male Unplaced Applicants

The characteristics that are discussed in this section are age, marital status and number of persons financially dependent, residence of the unemployed individual and place of residence, past and present.

1) Age

Of the five hundred and ninety unemployed males in the September Alberta sample, twenty-seven percent were under twenty-four years

of age, ten percent were between fifty-five and sixty-four, and an additional fifteen percent over sixty-five years of age. The age component for Canada's unplaced applicants parallels that of Alberta for September as is illustrated in Table 3-1.

TABLE 3-1
PERCENTAGE DISTRIBUTION BY AGE OF MALE UNPLACED APPLICANTS
- ALBERTA AND CANADA

	Alberta		Canada	
	September	February	September	February
Under 20 years old	8.6%	9.9%	11.6%	9.4%
20 - 24	18.2	15.4	15.7	15.1
25 - 34	20.1	20.7	18.1	20.9
35 - 44	15.9	15.6	16.0	17.7
45 - 54	11.4	15.3	13.5	16.1
55 - 64	10.7	14.1	12.4	12.6
65 or older	<u>15.1</u>	<u>8.7</u>	<u>12.7</u>	<u>8.1</u>
	100.0	100.0	100.0	100.0
	(n = 590)	(n = 978)	(n = 13,963)	(n = 20,597)

The February age distribution paralleled that of the September group in both Alberta and Canada. Any differences that occurred were in the older age categories where the February unemployed were slightly younger with greater numbers in the 45-54 and 55-64 age categories and less who were 65 or older. Either there were more unemployed men in the 45-64 age categories in February or fewer 65 year olds were registered to work in the winter than in the summer. Both of these conditions could have occurred simultaneously to have created this change in distribution.

The age distribution of unemployed populations in Alberta and Canada indicated the predominance of older workers and younger workers, with those in the middle age group apparently less susceptible to unemployment. Unemployment studies revealed that this was not a phenomenon unique to Canada. Numerous studies in the United States uncovered similar trends and tendencies.²⁵

A fuller investigation of the percentage distributions by age in this study indicated that age was a major factor in unemployment, particularly

²⁵Henry W. Jurkowski, Nathaniel J. Pallone, Educational and Vocational Histories of a Group of Hardcore Unemployed Workers, Southbend Community School Corporation, Southbend, Indiana, February 1965, p. 31.

United States Department of Labor, Manpower and Automation Research, Government Printing Office, Washington, D. C., June 1965.

Jacob Schiffman, Marital and Family Characteristics of Workers, March 1961, "Monthly Labor Review", Vol. 85, No. 1, January 1962, p. 9.

with older workers. From 1931 to 1961 the percentage of the labour force that was "older" (those between the ages of 45 and 64) varied between twenty-seven and thirty percent.²⁶ The Alberta unplaced applicants in this age group represented from twenty-two to twenty-nine percent of their total population, which is roughly comparable to labour force figures. However, Albertans, who were sixty-five years old or older, represented fifteen percent of the unemployed in September and nine percent of the unemployed in February. This indicates that even though these people were retired, they either wanted to work or had to work. If this is in fact true, it may have far wider implications than this study.

2) Marital status and number of persons financially dependent

Based on the marital status criteria, the composition of the unemployed labour force in September was similar to that in February, and the Alberta composition was similar to that of Canada's. Distributions were roughly thirty-five percent single, sixty percent married and the remaining five percent widowed, divorced or separated.

Between sixty-five and seventy percent of Alberta unplaced applicants supported persons other than themselves. Table 3-2 indicates that the distribution of the number of dependents differed little between the September and February groups of Alberta males. The Albertans had fewer

²⁶Sylvia Ostry, Jenny Podoluk, The Economic Status of the Aging, Dominion Bureau of Statistics, Ottawa, Jan. 1966, p. 17.

dependents than their Canadian counterparts. About thirty-three percent had more than two dependents while between thirty-six and forty-two percent of the Canadians had more than two dependents.

TABLE 3-2
PERCENTAGE DISTRIBUTION BY NUMBER OF PERSONS
FINANCIALLY DEPENDENT - MALE UNPLACED APPLICANTS

	Alberta		Canada	
	September	February	September	February
0	35.6%	30.6%	27.3%	23.3%
1 - 2	31.4	38.0	36.9	35.0
3 - 4	21.4	19.7	20.0	22.7
4 or more	<u>11.6</u>	<u>11.8</u>	<u>15.8</u>	<u>19.0</u>
	100.0	100.0	100.0	100.0
	(n = 449)	(n = 713)	(n = 9,674)	(n = 14,510)

3) Place of residence, past and present

Three-fourths of the Alberta unplaced applicants were raised in a non-urban environment; of these thirty percent were raised in a village or town and the remaining forty percent grew up on the farm. Table 3-3 gives the percentage distributions.

TABLE 3-3

PERCENTAGE DISTRIBUTION OF
WHERE UNEMPLOYED MALE
UNPLACED APPLICANTS GREW
UP - ALBERTA

	September	February
Farm	41.2%	46.9%
Village or Town	31.3	30.7
City	<u>27.5</u>	<u>23.3</u>
	100.0	100.0
	(n = 582)	(n = 959)

TABLE 3-4

PERCENTAGE DISTRIBUTION OF
WHERE UNEMPLOYED MALE
UNPLACED APPLICANTS RESIDE
- ALBERTA

	September	February
Farm	13.2%	4.2%
Village or Town	11.8	15.4
City	<u>75.0</u>	<u>79.4</u>
	100.0	100.0
	(n = 591)	(n = 904)

The men then migrated to urban centers where three- fourths of the unplaced applicants presently resided. However, unemployment also existed in the towns and rural areas of Alberta, as twenty to twenty-five percent of the male unplaced applicants resided there.

One of Canada's and Alberta's most important sources of industrial labour has been an "internal" source characterized by the movement from the agrarian sector to the urban centers.²⁷ The degree to which this source was successful was a function of the mobility and skill level possessed by the individuals. Most of those who were unemployed and lived in the city were

²⁷ Stephen G. Peitchinis, The Economics of Labor, McGraw-Hill, Toronto, p. 20.

mobile, but apparently did not possess desired skills. The non-urban dwellers were not mobile and they lacked necessary skills to secure local employment.

Because of the changes that have taken place in the agricultural occupational structure, the skills demanded today are not the same as those required in the past. The farmer, himself, is becoming a biochemist and his workers are becoming machinists.²⁸ The occupational structure and all occupations are changing. The rate of change, of course, differs among occupations but few, if any, vocations are immune to change. The occupations that are changing rapidly create the most problems but all occupations should be analyzed as to their probable impact on manpower so that steps can be taken to minimize their disruptive effects and eliminate employment problems before they occur.

Financial Position of Male Unplaced Applicants

The financial characteristics that are of concern to us are family income, weekly pay from last job, unemployment insurance or welfare benefits received, and degree of indebtedness.

a) Income

The median family income was \$64.00 per week for both the (480) September unplaced applicants and the (784) February unplaced applicants.

²⁸Evan Clague, "Social and Economic Aspects of Automation," Monthly Labor Review, Vol. 84, No. 9, September 1961, p. 960.

Table 3-5 gives the distribution of family incomes for the two time periods.

The Alberta September unplaced applicants had the same median income as those of Canada, although Canada's distribution did not have the number of extremes that Alberta's did. In February the Canadian median was \$13.00 a week less than that of Alberta.

TABLE 3-5

PERCENTAGE DISTRIBUTION OF
WEEKLY FAMILY INCOME -
MALE UNPLACED APPLICANTS,
ALBERTA

TABLE 3-6

PERCENTAGE DISTRIBUTION OF
WEEKLY PAY FROM LAST JOB -
MALE UNPLACED APPLICANTS,
ALBERTA

	September	February		September	February
No job yet	0 %	0 %		3.8%	1.4%
Less than \$60	46.4	48.4		18.0	16.9
\$60 - 99	31.7	23.4		47.6	52.1
\$100 or more	<u>21.9</u>	<u>28.3</u>		<u>30.6</u>	<u>29.6</u>
	100.0	100.0		100.0	100.0
Median	\$64	\$64		\$83	\$92
	(n = 480)	(n = 784)		(n = 572)	(n = 945)

The weekly pay received by the unemployed from the last job they worked on was much higher for Alberta than Canada. The

medians were \$83.00 and \$74.00 in September and \$92.00 and \$78.00 in February for the respective groups. Table 3-6 gives the percentage distribution for 'Weekly Pay From Last Job' for Albertans in September and February. It is interesting to note that thirty percent of the men earned \$100.00 a week or more when they worked, and only eighteen percent earned \$60.00 or less.

While the unemployed were able to earn 'relatively' good wages when they found a job, and while Albertans were in a better position than the rest of Canada, these wages were not such that the disadvantaged could enjoy a 'decent' standard of living. If these earnings are extended to a yearly basis the family income would be around \$2000.00 per annum. Robert L. Stein reported that in 1962 unemployed Americans had an average yearly income of \$1900.00.²⁹ Even though comparisons should not be made between the two countries, these levels are well below established poverty levels.

An analysis of the family income by the number of dependents revealed that, of September unemployed there was only a slight tendency for those who had no dependents or only a few dependents to earn more than those with several dependents. This tendency was more pronounced with February unplaced applicants as indicated in Table 3-7.

²⁹Robert L. Stein, "Work History, Attitudes, and Income of the Unemployed," Monthly Labor Review, December, 1963, p. 1413.

TABLE 3-7

NUMBER OF PERSONS FINANCIALLY DEPENDENT BY WEEKLY FAMILY
INCOME, FEBRUARY MALE UNPLACED APPLICANTS - ALBERTA

Weekly Family Income	Number of Persons Financially Dependent				
	0	1	2-3	4-9	Total
Less than \$40	40	42	85	64	231
\$40 - 59	10	30	20	27	87
\$60 - 99	40	34	52	25	151
\$100 - 199	54	11	39	18	122
\$200 or more	<u>24</u>	<u>11</u>	<u>8</u>	<u>6</u>	<u>49</u>
TOTAL	168	128	204	140	640

Because the income of most of the families with dependents was presumably insufficient for their needs, it is often assumed that other members of the family who are able to work will enter the labour force. Economic studies support this hypothesis--that there is a close correlation between unemployment and participation rates.³⁰ (Participation rate is

³⁰S. G. Peitchinis, op. cit., p. 71.

the labor force as a percentage of the population fourteen years of age and over.) It logically follows that many of the wives of the unemployed would be working full or part-time to obtain additional income.³¹ This, however, is not the case in Alberta. Our data indicates that over two-thirds of the three hundred and forty-four married men who were seeking work in September had non-working wives, and only thirteen percent of them had wives working full-time. The men unemployed in February had twenty-two percent of their wives in the labour force full-time and nineteen percent working part-time. This participation rate seems quite low in light of the financial circumstances of the unemployed families.

Income from unemployment insurance was acquired by less than one-third of those who were unemployed in September, while over half (56%) of the February group were receiving benefits.

Of those who were not receiving benefits, between thirty and forty percent gave no reason. The majority that stated a reason for not claiming benefits either had not made a claim, had not contributed enough, or had not worked regularly yet.

³¹"Married Women and the Level of Unemployment,"
Monthly Labor Review, Vol. 84, No. 8, August 1961, p. 869.

b) Debt Structure

Studies of their unemployed populations indicate that disadvantaged individuals were quite financially responsible.³² To meet their living expenses they most normally used savings or received help from friends and relatives outside the household. Some government assistance was also available. Albertans and Canadians were also financially responsible. Evidence of this is that almost half of the unemployed had no debts at all. Of the fifty percent with debts other than a mortgage, one-half had over \$1,000.00 debt and one-half had less than \$1,000.00. These figures were similar for both September and February.

The relationship between debts and number of dependents for September and February was as one would expect (Table 3-8). Those with no dependents or only one dependent incurred less debts than did those with two or more dependents. In September, three-fourths of those with no debts had no more than one dependent; sixty percent of those with less than \$1,000.00 debt were in this category, and forty-five percent of those with more than \$1,000.00 debt were in this category. The figures for February parallel those of September.

³²Robert L. Stein, op. cit., p. 1413.

TABLE 3-8
 PERCENTAGE DISTRIBUTION OF THE AMOUNT OF DEBT
 BY NUMBER OF PERSONS FINANCIALLY DEPENDENT,
 MALE UNPLACED APPLICANTS - ALBERTA

Number of Persons Financially Dependent	September			February		
	No Debt	Debt ≤\$1000	Debt >\$1000	No Debt	Debt ≤\$1000	Debt >\$1000
0 - 1	75%	60%	46%	64%	50%	35%
2 - 3	17	24	27	22	28	38
4 - 9	<u>8</u>	<u>16</u>	<u>27</u>	<u>14</u>	<u>22</u>	<u>27</u>
TOTAL	100	100	100	100	100	100
	(n = 313)	(n = 183)	(n = 204)	(n = 348)	(n = 213)	(n = 202)

Within this debt structure the trend was for those with the most dependents and most debt to have the least family income. Single men with large debts who had weekly family incomes of \$100.00 to \$200.00 were the major exception to this. Presumably these individuals were making purchases of such items as cars or durable goods.

Amount of debt was broken down by level of education attained to determine if a relationship existed between these two factors, the assumption being that those with less education would incur more debt.

This assumption did not hold true, for each grade level was distributed evenly within the three debt categories.

Educational Characteristics of Male Unplaced Applicants

Because unemployment was at its low in September, one would assume that these individuals would be more chronically unemployed than those unemployed in February. They would also be likely to have attained less formal education than the February group. The evidence revealed that those unemployed in September had not only a higher median education (grade 10.2 in September; grade 9.0 in February) but also a higher range and distribution of education. One explanation might be that the younger members had just left school to enter the labour force and were unable to secure employment. This explanation does not prove to be valid, for only three percent had yet to find their first steady job and there were few differences in age distributions between September and February.

Another explanation is that the education level attained is often a function of the home environment.³³ The children will generally have equal or more education than their parents. The median education

³³Frederick Harbison, Charles A. Myers, Education, Manpower, and Economic Growth, McGraw-Hill, N.Y., 1964, p. 164.

attained by the fathers of those unemployed in September was 'completed elementary school'. Median for their sons was grade 10. The median education attained by the fathers of those unemployed in February was 'some elementary education'. Their sons had a median of grade 9. The unemployed seemed to have attained more education than their fathers in both instances even though it appears to be insufficient to allow them to secure and maintain employment.

Three-fourths of the three hundred men who had some type of secondary education were enrolled in the regular or academic pattern and the majority of the remaining twenty-five percent were in the trade or technical pattern as opposed to a commercial pattern. September and February groups were similar in this respect.

Twenty percent of the unemployed labour force secured additional education in the form of apprenticeship training. Forty-two percent of the September group and fifty-three percent of the February group completed this training. Forty percent did not complete the training program and the remainder of the group was still in training.

About four percent of the jobless labour force in Alberta had taken some type of training for the unemployed, so that a few members had been upgraded but obviously not to the degree necessary to secure employment.

The reasons given for not taking advantage of the training program for the unemployed were varied and are given in Table 3-9. The

major reason was that the individual was not unemployed long enough. Ten percent of the September group and twenty percent of the February group expressed no knowledge of such a program. Ten percent could not afford the program and an additional ten percent thought they were trained sufficiently.

TABLE 3-9

PERCENTAGE DISTRIBUTION OF THE REASONS FOR NOT TAKING
TRAINING UNDER A GOVERNMENT PROGRAM FOR THE UNEMPLOYED,
MALE UNPLACED APPLICANTS - ALBERTA

	September	February
Not employed long enough	32.1%	24.7%
No knowledge of course	10.9	21.1
No course where I live	4.5	9.7
Trained sufficiently	12.3	13.9
Financial reasons	11.1	9.2
Too old to go back to school	7.7	9.9
Don't have qualifications	3.0	3.3
Applied but was not accepted	4.0	1.2
Other	<u>14.4</u>	<u>7.0</u>
	100.0	100.0
	(n = 506)	(n = 857)

Both Alberta September and February jobless were in agreement concerning the kind of education they considered necessary to secure steady employment. One-fourth of the group did not think that further education or training would be of value to them; another one-fourth thought a combined general and practical program would be desirable; thirty-five percent were in favor of only practical training; and the remaining ten percent valued a general education. These figures seem to indicate a slight preference for a practical course where results were immediate and gains could be measured easily.

While a greater percentage of the February unemployed labour force had less education than did the September group (51% with grade 8 or less in February versus 37% with grade 8 or less in September), the relationship between age and level of education was similar. Table 3-10 shows the relationship between these two factors. The tendency was for those with more education to be younger and those with less education to be older, which is more evident in September than in February.

TABLE 3-10

PERCENTAGE DISTRIBUTION OF SCHOOL GRADE ATTAINED BY AGE
FOR MALE UNPLACED APPLICANTS, ALBERTA

Age	September				February			
	Grade 5 or less	Grade 6-8	Grade 9-10	Grade 11-13	Grade 5 or less	Grade 6-8	Grade 9-10	Grade 11-13
Under 20	4.3%	4.6%	8.7%	13.0%	0.8%	6.0%	15.0%	15.8%
20 - 24	0	10.9	6.7	36.1	5.5	6.5	21.2	29.7
25 - 34	6.4	20.6	30.8	15.3	10.2	21.0	21.6	25.2
35 - 54	29.8	24.0	33.4	25.5	36.0	38.4	28.4	18.9
55 or older	<u>59.6</u>	<u>40.0</u>	<u>20.2</u>	<u>10.2</u>	<u>46.5</u>	<u>28.1</u>	<u>13.3</u>	<u>10.4</u>
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	(n = 47)	(n = 175)	(n = 149)	(n = 216)	(n = 127)	(n = 367)	(n = 255)	(n = 222)

Work and Unemployment History of Male Unplaced Applicants

a) Occupation and Industrial Attachment

Of the five hundred and forty-seven September unplaced applicants who had an occupational designation, thirty percent were either craftsmen or production process workers such as miller, bakers, brewers, tailors, carpenters, machinists, etc.; thirteen percent were labourers; eleven

percent were in service or recreation occupations such as waiters, cooks, barbers, janitors, or protective service occupations. Transportation and communications, clerical, managerial and technical, and farming, mining and logging accounted for approximately ten percent each (Table 3-11).

A secondary occupation was possessed by three hundred and fifty-seven of this group. Twenty-four percent were willing to work as labourers, twenty-one percent as craftsmen or in production process occupations and sixteen percent in farming, mining or logging.

The industrial attachment of the workers was construction or roadwork, 28 percent; factory, plant or mill, 21 percent; and 10 percent in store, restaurant or hotel. Twenty-two percent did not affiliate with an industry.

TABLE 3-11
PERCENTAGE DISTRIBUTION BY OCCUPATIONS OF
MALE UNPLACED APPLICANTS - ALBERTA

	September	February
Craftsmen, Production Process and Related	30.0%	38.1%
Labourers	13.0	25.5
Service and Recreation	10.9	4.4
Transportation and Communication	10.5	9.9
Clerical	10.1	3.2
Managerial, Professional and Technical	9.5	5.0
Farming, Logging, Mining	8.7	8.9
Sales	6.6	4.1
Other	<u>0.7</u>	<u>0.2</u>
	100.0	100.0
	(n = 547)	(n = 898)

The occupational designations of the February unplaced applicants in Alberta differed considerably from that of the September group. Of the nine hundred, 38 percent (8% more than September) were craftsmen or in production process industries; 25.5 percent (+12.5%) were labourers; 10 percent (equal) were in transportation and communication occupations; 9

percent (equal) were in farming, logging or mining; 4 percent (-6.5%) were in service occupations; and 3 percent (-7%) were in clerical work.

Similarly, the secondary occupational designation differed from that of September. Twenty-three percent (7% more than September) worked as farmers, miners, loggers; 26 percent (+5%) were craftsmen or production process workers; and 15 percent (-9%) were labourers. The distribution was about the same for the other occupations.

The construction industry was the major employer of these men (47%). This was twenty percent above the September level. The factory and plant attachment decreased from twenty-one percent for September to fifteen percent for February. Nearly seventeen percent of the group had no industrial attachment.

Both the September and February unemployed normally worked in highly seasonal occupations; i.e. craftsmen, labourers, farming and mining. The September group were affected less by seasonality because of the number of workers in the service, transportation and clerical occupations.

This occupational data was consistent with the income data. The February group had the better and higher paying construction jobs. The September group had the poorer construction jobs and probably lower seniority, and also worked in the lower paying service occupations.

b) Unemployment History

TABLE 3-12
 PERCENTAGE DISTRIBUTION OF THE AMOUNT OF UNEMPLOYMENT
 IN PAST YEAR AND MONTHS SINCE LAST STEADY JOB FOR
 SEPTEMBER MALE UNPLACED APPLICANTS - ALBERTA (n = 550)

	Amount of Unemployment - Previous Year	Months Since Last Job
First Job	2.4%	3.3%
Less than 1 month	21.4	31.1
1 - 6 months	49.7	42.4
7 - 12 months	26.5	14.3
More than 12 months	<u>0</u>	<u>8.9</u>
TOTAL	100.0	100.0
Median	3.6 months	2.1 months

The unemployment pattern of those unemployed in the winter (Table 3-13) differed from those unemployed during the summer (Table 3-12). The amount of unemployment experienced the previous year by the February group was about a month more per year (median 4.5 months) than the September group which was unemployed 3.6 months the previous year. Members of both groups had been out of steady work for slightly over two months. Twenty-three

percent of the jobless in September had been out of work longer than six months as opposed to fourteen percent for the February group.

TABLE 3-13
PERCENTAGE DISTRIBUTION OF THE AMOUNT OF UNEMPLOYMENT
IN PAST YEAR AND MONTHS SINCE LAST STEADY JOB FOR
FEBRUARY MALE UNPLACED APPLICANTS - ALBERTA (n = 891)

	Amount of Unemployment - Previous Year	Months Since Last Job
First Job	1.4%	2.4%
Less than 1 month	18.3	16.2
1 - 6 months	58.0	67.1
7 - 12 months	22.1	8.0
More than 12 months	<u>0</u>	<u>6.3</u>
TOTAL	100.0	100.0
Median	4.5 months	2.2 months

These statistics indicate that differences existed in the composition of the two groups. This was substantiated further when the seasonality pattern was investigated. Both groups were unemployed mostly in the winter, but the February group was more so with sixty-two percent

of its members jobless, while only forty-two percent of the September group were jobless at that time. The real difference was that nearly half the September group said there was no seasonal difference in their unemployment patterns. Of those unemployed in February, only fourteen percent said there was no seasonal difference while nineteen percent said they were not often unemployed.

When months elapsed since the last job was classified by level of education attained, a slight trend was observed. Those who had more education were more likely to secure employment sooner than those with less education. This classification of the data included both male and female subgroups so this relationship may not hold true for the two components if they are treated separately.

Both the September and February groups indicated that those persons employed in service and sales occupations tended to be out of work for longer periods of time and had difficulty securing employment. Labourers, craftsmen and production process workers of the February group did not have the degree of difficulty securing work or were not out of work as much as service industry workers. The craftsmen, and even labourers with more education, had less time lapse since their last steady job than did those with less education, particularly less than grade 6.

Age was very definitely a major factor in the amount and duration of unemployment experienced by those who had been jobless in the

summer months (Table 3-14). Except for the few individuals under twenty years of age that had difficulty in securing their first position, the younger men were unemployed less and found it easier to secure employment. The men over fifty-five were apparently discriminated against in that they had the most difficulty finding work. This may be due in part to the fact that the younger men had more education than the older ones, but it is the opinion of the writer that age was the significant variable.

TABLE 3-14

AMOUNT OF UNEMPLOYMENT IN THE PREVIOUS YEAR BY AGE,
SEPTEMBER MALE UNPLACED APPLICANTS - ALBERTA

	Less than 3 Months	3-6 Months	7-12 Months	No Regular Work Yet
Under 20 years	18	11	12	8
20 - 24	46	33	25	1
25 - 34	67	34	14	0
35 - 54	64	49	36	1
Over 54	<u>29</u>	<u>47</u>	<u>58</u>	<u>3</u>
TOTAL	214	174	145	13

This trend also appeared with the February unemployed but it was not as noticeable as September's trend.

When asked if age was a factor in securing employment, ninety-five percent of men jobless in September who were over fifty-five thought it was. Eighty percent of the February fifty-five year old or older group perceived it as a factor. Only three percent of the September and fifteen percent of the February twenty to twenty-four year olds thought it was a factor.

From this evidence it appears that whether it was perception only, or whether it was a real condition, age was an important factor in securing and maintaining work for certain segments of the labour force.

The September unemployed reported that the major reasons for not having a steady job were either age or education and training. Thirty-four percent viewed age as the major problem, which corresponds to the number who thought it was a factor in securing employment. Twenty-five percent thought that education, training, experience or some combination of these factors was the major reason. Ranking third in importance was local labour market conditions.

The February unemployed had a slightly different outlook on why they did not have a steady job. Twenty-six percent viewed age as the major problem; twenty percent thought that education, training, experience or some combination of these factors was the major reason. Thirty percent just did not know why they did not have a steady job.

Mobility of Male Unplaced Applicants

Questions were asked concerning present place of residence, place of residence three years ago, and willingness to move in an attempt to assess the unemployed members of the labour force propensity to move if work were available elsewhere. Canadian figures will be omitted in this section because the background and composition of the Alberta labour force on these characteristics is completely different.

Most of the unemployed were born in Canada (65% September, 70% February). In September, the foreign births came either from Europe or the United Kingdom while nearly all the February immigrants came from Europe.

Generally this population was born in Alberta or the 'prairies' and the movement was generally westward. About sixty percent were Alberta born, almost twenty-five percent migrated from Saskatchewan or Manitoba with more coming from Saskatchewan and some seven percent from Ontario. Only about twelve percent of the populations were not residing in Alberta three years ago and of these the majority came from the prairie provinces. This labour force seems to be quite stable for well over two-thirds of them were living in the same community that they were three years ago.

There appears to be a reluctance for the unemployed in Alberta to move. This trait is common to the unemployed.³⁴ In September

³⁴Henry W. Jurkowski, op. cit., p. 40.

forty-three percent would not move if a job were available and eighteen percent would only move to another community within Alberta. The February group was distributed almost exactly (within 1%) the same as the September group. The reasons given for not wanting to move were: ownership of a house (25%); home, family and friends (12%); prefer present locality (9%); and other (38%).

Of the unemployed men who lived in the city about four in ten will be willing to move. This holds true regardless of where the man grew up (city, town, rural area). Of those who were not living in the city this same relationship was maintained only with a slightly greater reluctance to move.

Summary of Male Unplaced Applicants

The composition of the unemployed labour force in Alberta was different from that of Canada as a whole. The Alberta unemployed had a disproportionate number of younger (under 20) or older (over 55) workers than the employed labour force. One-third of the jobless were single. The married men were the major supporters of the family for few of their spouses worked. Of the wives that worked, most did not have children. The men were quite financially responsible as evidenced by a small debt load. Those unemployed in February earned more when they worked than those unemployed in September. However, family income was the same for both groups. The February group may tend to be more selective in the work they will be willing

to do or more selective in the wage they will accept for their services. Both groups were attached primarily to the construction industry. The educational level attained was high, and for the most part the majority of the workers should not require too much upgrading before they can be retrained. Most jobless men were born in the Prairie provinces in rural communities and have since migrated to the cities. A good share of the unemployed still live in rural areas. Working was apparently not as great a value as home, family and friends for the unemployed were reluctant to move.

Personal Characteristics of Female Unplaced Applicants

The personal characteristics discussed here are the same as those dealt with in discussing the male unplaced applicants. They are: age, marital status, number of financially dependent persons, place of residence and place of upbringing.

1) Age

The September female unplaced applicants were characterized by being slightly younger than those unemployed in February. Of the six hundred and twenty-three women jobless in September, thirty-seven percent were under twenty-five years of age. This compared to thirty percent for the February group of three hundred and eighty-seven. The difference between these figures occurred in the under twenty years old category. Forty-two percent for September and forty-three percent for February were between the

ages of twenty-five and forty-four. The remaining twenty-one percent September, and twenty-seven percent February were over forty-five with most members between the ages of forty-five and fifty-four.

2) Marital Status

A surprising number of unemployed women who were actively seeking work were divorced, widowed or separated. The statistics for Alberta and Canada are given in Table 3-15. About the same percentage of married women were in the September and February groups. However, twenty-five percent of the September unemployed were single, with nine percent in the divorced or widowed category. In February, seventeen percent were single and fifteen percent were divorced. The Canadian figures are quite similar to those of Alberta for both time periods.

TABLE 3-15
PERCENTAGE DISTRIBUTION OF THE MARITAL STATUS
OF FEMALE UNPLACED APPLICANTS

	Alberta		Canada	
	September	February	September	February
Single	24.5%	16.8%	25.5%	21.0%
Married	66.2	68.0	64.1	67.2
Divorced, Widowed, Separated	<u>9.3</u>	<u>15.2</u>	<u>10.4</u>	<u>11.8</u>
TOTAL	100.0	100.0	100.0	100.0
	(n = 621)	(n = 388)	(n = 10,528)	(n = 7,217)

The two groups of unemployed women were identical with respect to the number of financial dependents they had. Two-thirds had no one financially dependent upon them, twenty-four percent had one or two dependents and nine percent had more than two dependents.

3) Place of residence, past and present

Alberta women, like Alberta men, were brought up on the farm or in rural communities and migrated to the towns and cities of the Province. Slightly more women were raised in the city than on farms, and more men were raised on farms than in the city. Table 3-16 shows that the

distributions of 'where the unemployed individual was raised' are identical for September and February. While most of the women presently reside in urban areas unemployment still exists in rural areas. In fact, rural unemployment may be under represented because of the transportation problems and effort involved in commuting to urban centers and registering with NES.

TABLE 3-16
PERCENTAGE DISTRIBUTION OF WHERE THE UNEMPLOYED GREW UP
AND RESIDE, FEMALE UNPLACED APPLICANTS - ALBERTA

	Place Female Unplaced Applicants Grew Up		Place Female Unplaced Applicants Reside	
	September	February	September	February
Farm	36%	35%	5%	5%
Village or Town	32	32	11	17
City	<u>33</u>	<u>33</u>	<u>84</u>	<u>78</u>
TOTAL	100	100	100	100
	(n = 618)	(n = 382)	(n = 623)	(n = 375)

Financial Characteristics of Female Unplaced Applicants

With eighty-eight percent of the married women having husbands who worked full-time and with many single girls living at home,

it is not surprising that the median weekly family income for those seeking employment in September was \$97.00. This median is \$9.00 a week higher than their Canadian counterparts. Table 3-17 gives the income distribution figures for 'weekly family income' as well as 'weekly pay from last steady job'. Women, when they worked, received low remuneration for their efforts. Their median pay was \$50.00 a week.

TABLE 3-17

PERCENTAGE DISTRIBUTION OF FAMILY INCOME PER WEEK AND
WEEKLY PAY FROM LAST STEADY JOB, FEMALE UNPLACED APPLICANTS
- ALBERTA

	Family Income Per Week		Weekly Pay From Last Steady Job	
	September	February	September	February
No job yet	0 %	0 %	10 %	2 %
Less than \$60	20	24	65	71
\$60 - 99	33	37	22	23
\$100 or more	<u>47</u>	<u>39</u>	<u>3</u>	<u>4</u>
TOTAL	100	100	100	100
	(n = 510)	(n = 323)	(n = 600)	(n = 378)
Median	\$97	\$87	\$50	\$50

Women, who were unemployed in February, earned no more than the September group. The income received by the family was less, with a median of \$87.00 per week. The majority of the women reported that it was necessary for them to help support their family and ten percent 'wanted something to do'.

Only one-third of the unemployed female members of the labour force received unemployment insurance. The remaining two-thirds did not receive benefits because they had insufficient contributions or they had not made a claim. One-fifth gave no reason for not claiming benefits. Twenty percent more of February unemployed (55%) were drawing benefits than September unemployed. Those not receiving benefits in February either gave no reason for not doing so (24%), or did not make a claim or were disqualified.

Data was not available on the welfare status of February unemployed women, but in September only two percent were receiving welfare payments or some other form of government support.

The debt structure of the September female population was identical to the male population. Forty-six percent had no debts other than perhaps a mortgage. Of those with debts, one-half had incurred more than \$1000.00 of debt and one-half had less than \$1,000.00 of debt. In February, sixty percent had debts. This was divided equally with thirty percent of the population with more than \$1,000.00 debt and thirty percent with less than \$1,000.00 of debt.

Educational Characteristics of Female Unplaced Applicants

The educational qualifications of the female population were quite high. The medians for both female groups was approximately grade 11 with the September group having slightly higher qualifications than the February group (Table 3-18). Two-thirds of those who had some secondary education had chosen the regular or academic pattern and practically all of the remaining one-third chose the commercial pattern. Those with the commercial training should be reasonably prepared to obtain a job requiring secretarial skills or should require a minimum of additional training to be able to do so.

TABLE 3-18
PERCENTAGE DISTRIBUTION BY SCHOOL GRADE ATTAINED,
FEMALE UNPLACED APPLICANTS - ALBERTA

	September	February
Less than grade 9	21%	24%
9 - 11	45	48
12 or more	<u>34</u>	<u>28</u>
TOTAL	100	100
	(n = 619)	(n = 386)
Median	Grade 11.2	Grade 10.8

The trend that younger people tend to have more education was very obvious among the female unemployed. Eighty-five percent of the women under twenty-four years of age had a 10th grade education or better. This figure was seventy-seven percent for the February group. Of the women over thirty-five years of age, only fifty percent had this much education. Most of the women over thirty-five years of age with less than a tenth grade education had between a sixth and eighth grade education.

When asked if more education or training would help them find a good steady job, nearly forty percent thought they were sufficiently trained, approximately thirty percent desired a combined general education

and practical course and ten percent were in favour of a general education only. The remaining twenty percent desired a practical training course.

The primary reasons given for not taking training for the unemployed were: no knowledge of the course (24%), sufficiently trained (15%) and not employed long enough (25%).

Work History of Female Unplaced Applicants

The occupation that the unemployed women were engaged in did not vary from traditional lines. The majority (53%) were normally employed in clerical or sales occupations, or in service or recreational activities (22%). Less than ten percent were engaged in production process activities.

The industrial attachment was consistent with the occupation designations. One-quarter usually worked in stores, ten percent worked in restaurants or hotels, another ten percent worked for the government and between twenty to thirty percent were not affiliated with an industry.

The unemployed women so far have shown few seasonal differences in their composition. This similarity was maintained in their unemployment history. Both groups were unemployed a median of four and one-half months the previous year and have been unemployed slightly over four months (Table 3-19). The medians are slightly lower for September than for February because there were more new members to the labour force in September.

TABLE 3-19
PERCENTAGE DISTRIBUTION OF THE AMOUNT OF UNEMPLOYMENT
IN THE PREVIOUS YEAR AND MONTHS SINCE LAST STEADY JOB,
FEMALE UNPLACED APPLICANTS - ALBERTA

	Amount of Unemployment in the Previous Year		Months Since Last Steady Job	
	September	February	September	February
First Job	12.9%	0.9%	9.5%	2.2%
Less than 1 month	16.0	18.3	16.0	9.2
1 - 6 months	46.8	52.7	42.2	59.8
6 - 12 months	24.3	28.1	15.1	17.9
More than 12 months	<u>0</u>	<u>0</u>	<u>17.2</u>	<u>10.9</u>
TOTAL	100.0	100.0	100.0	100.0
	(n = 560)	(n = 349)	(n = 580)	(n = 368)
Median	4.4 months	4.7 months	4.2 months	4.7 months

There appears to be no relationship between the marital status and the amount of unemployment. The same proportion of single, married and divorcees were unemployed for less than three months as were unemployed for more than seven months. This same pattern holds true for the relationship between age and amount of unemployment. The same proportion of less than

20 year old, 20-24 years old, 25-34 years old, 35-54 years old were unemployed less than three months as were unemployed more than seven months.

Mobility of Female Unplaced Applicants

Twenty-five percent of the women were born outside of Canada. Fifteen percent of the immigrants came from Europe and six percent from the United Kingdom or Eire. Of those born in Canada, fifty percent of the September population were born in Alberta and eleven percent in Saskatchewan. The proportions for February were sixty percent and twenty percent. Women, like the men, tended to move westward, primarily from the prairies but five percent came from Ontario. Practically all the women migrated to Alberta more than three years ago, and almost two-thirds of them reside in the same community that they did three years ago.

The unemployed women of Alberta were, for the most part (85%), unwilling to move if a job were available elsewhere. The major reasons given for this reluctance was their spouse, children, or home and families.

Summary of Female Unplaced Applicants

The significant feature of the unemployed women in Alberta is that the group is homogeneous and shows only minor seasonal differences. The women are relatively well educated. While a large percentage of them

were married, many were single, divorced or separated. They worked primarily in sales or clerical positions for about \$50.00 a week.

The income they derived from their labours was normally combined with someone else's, for the families' weekly income was about \$100.00. Most of the women were Canadians who had resided in their present community for more than three years and were reluctant to move elsewhere.

CHAPTER IV

Characteristics of Trainees in Program 5

Canada is a vast nation the population of which derives from all parts of the world. Its geography, too, has affected the growth and development of the country and its provinces. Each of the regions of Canada --the Maritimes, Quebec and Ontario, the Prairies, and British Columbia-- varies according to its industries and the characteristics of the people who man them. While the population as a whole is heterogeneous, each region displays unique traits because its circumstances are unique. Chapter 3 showed that this is the case in Alberta, where unplaced applicants, both male and female, differ significantly from their counterparts in the rest of Canada. These people, the unemployed who are actively seeking work, are the concern of this report.

The ranks of unemployed Albertans have included a number of people who were selected for training designed to enhance their opportunities for securing and maintaining employment. It might be assumed that their characteristics would be similar to those of the population from which they were selected, Alberta's unplaced applicants. This assumption is unfounded. The present chapter will describe the characteristics of trainees; and it will illustrate that while populations of the unemployed differ across Canada, those selected for training in Alberta are similar, in many respects, to

Program 5 participants throughout the country. It is suggested that selection policies and methods are relatively consistent nationally. The degree to which this phenomenon has occurred varies according to a number of factors including sex and time of participation in Program 5. While males in Program 5 in February were practically identical to their Canadian counterparts, men in training in September were less similar and women in training in September were even less like the national composite of Program 5 females. Women in training in February were different from their national counterparts in all respects.³⁵ Why this occurred is a matter solely for speculation, since selection policies were not documented and are at the discretion of each National Employment Service Office and provincial Department of Education.

Presentation of the characteristics of trainees will parallel that of the unplaced applicants and is segregated into four areas: personal characteristics, financial position, work, and unemployment history and mobility factors.

The characteristics of the male and female segments differ so greatly that aggregate figures are both meaningless and misleading. For example, the characteristics of the women varied little according to seasonality but those of the men showed significant variation according to climate and

³⁵The Chi-square statistic was used to compare Alberta's and Canada's trainees populations on 27 characteristics in September and February (see Appendix IV).

other seasonal factors. The differences between female trainees in September and February were negligible, while those between comparable male groups were at their extremes. The proportion of men to women selected also varied significantly by season. For this reason men and women are discussed separately in this report.

In September, one in four of the 397 participants was male. By February, of the 565 in training, the proportion of males had increased to almost one in two. Since men are normally more heavily involved in seasonal work, which reaches its low point in February, their representation in training during the winter can be expected to rise. However, the ratio of males to females among Alberta's unplaced applicants from whom trainees were selected was one to one in September, 1965, and by the first quarter of 1966 males outnumbered females three to one.³⁶ If these figures are indicative of the true situation, the Program was benefitting more women than men.

There are several possible explanations for this. Women were found to have superior education. The median level reached by women was Grade 10.5; the median among the men was Grade 9.5. Because women possessed more education the likelihood of their ability to enter vocational training directly was enhanced. Those with insufficient education normally

³⁶ National Employment Service, Form 757 for all Alberta Offices. 1958-1966.

must enroll in pre-vocational courses to upgrade their basic academic knowledge and skills. Another explanation might lie in the tendency of more educated people (in this case the women) to value education more highly and therefore pursue further education. The male orientation is more often toward securing employment as soon as it becomes available, thereby foregoing educational programs. A third explanation was mentioned in Chapter I. The living allowances for trainees were extremely low until July, 1966, when they were increased. While a \$10.00 a week training allowance may have appeal for a woman who normally works for \$40.00 a week, it would seem inadequate to a man who, while working, makes \$70.00 to \$100.00 or more a week.

While the male female ratio can be explained it is not necessarily justified. Selling the program and education in general may take additional effort on the part of the federal and provincial agencies that control selection and promotional activities. Future increases in allowances may also help to equalize the situation.

Personal Characteristics of Male Trainees

The characteristics discussed in this section are age, marital status, number of financially dependent persons, place of residence and place of upbringing.

1) Age

The selection process in Alberta and Canada as a whole was geared to the younger man. Table 4-1 indicates that in Alberta almost 40

percent of September trainees and 54 percent of February trainees were under 24 years of age. In Canada, well over 60 percent of those selected were under 24 years of age. The "under 20 years" category has a surprisingly high percentage in both time periods, with the representation of younger men more pronounced in February than in September. This would indicate that once a man reaches the age of 35 his chances of being selected for training are negligible.

The United States, in one of its many manpower programs, is attempting to find solutions to the problems of the older population. The Older American Act of 1965 was enacted to develop for older persons an "opportunity for employment with no discriminatory personnel practices because of age".³⁷ The solution lies not only in training older persons but in informing employers of their assets. If Canada's governmental agencies discriminate by age, they are hardly justified in expecting employers to refrain from doing so. Youth should certainly be trained, but the concomitant neglect of other potentially productive age groups should be avoided.

³⁷ United States Department of Labor, Manpower Report of the President and A Report on Manpower Requirements, Resources, Utilization and Training. Government Printing Office, Washington, D. C., March, 1966. p. 70.

TABLE 4-1

PERCENTAGE DISTRIBUTION BY AGE FOR MALE TRAINEES -
ALBERTA AND CANADA

Age	Alberta		Canada	
	September	February	September	February
Under 20	13.7%	21.8%	33.4%	31.0%
20 - 24	26.2	32.1	36.3	32.3
25 - 34	41.1	31.1	17.0	19.5
35 - 44	9.5	8.8	7.8	9.7
45 - 54	5.3	5.0	4.1	5.9
55 - 64	3.2	0.4	1.1	1.4
64 - 65	<u>0</u>	<u>0</u>	<u>0</u>	<u>0.2</u>
	100.0	100.0	100.0	100.0
	(n = 95)	(n = 262)	(n = 4,844)	(n = 11,766)

2) Marital status and number of financially dependent persons

Agencies across Canada displayed a propensity toward selecting single rather than married men for upgrading and training (see Table 4-2).

Alberta exhibited this tendency in February when sixty percent of its trainees

were single; but the ratio was equalized in September.

TABLE 4-2
PERCENTAGE DISTRIBUTION BY MARITAL STATUS FOR MALE TRAINEES -
ALBERTA AND CANADA

Marital Status	Alberta		Canada	
	September	February	September	February
	%	%	%	%
Single	43.2	59.8	69.2	64.7
Married	51.5	37.5	28.7	33.4
Divorced, Separated Widowed	5.3	2.7	2.1	1.9
	100.0	100.0	100.0	100.0
	(n = 95)	(n = 259)	(n = 4,828) (n = 11,704)	

One of the causes of this disproportionate number of single men in training was probably the training reimbursement schedule. The future should bring a shift in this ratio since the new living allowance schedule has included additional allowances for dependents. Although the previous living allowances were insufficient, of the September trainees, 58 percent were supporting persons other than themselves. Most of them were providing for two to four dependents. Over forty percent of February trainees had

dependents, and of this group over half had more than four dependents.

3) Place of residence, past and present

Table 4-3 reflects the migration of Alberta's agrarian population to urban centers. Only one-third of the unemployed population grew up in the city; yet Table 4-4 illustrates that virtually all September trainees and ninety percent of the February trainees now live there.

TABLE 4-3

PERCENTAGE DISTRIBUTION BY
WHERE MALE TRAINEE GREW UP
- ALBERTA

	September	February
	%	%
Farm	25.8	31.9
Village or Town	36.6	34.6
City	<u>37.6</u>	<u>33.5</u>
	100.0	100.0
	(n = 95)	(n = 260)

TABLE 4-4

PERCENTAGE DISTRIBUTION BY
WHERE MALE TRAINEE RESIDES
- ALBERTA

	September	February
	%	%
Farm	0	1.8
Village or Town	1.1	9.8
City	<u>98.9</u>	<u>88.4</u>
	100.0	100.0
	(n = 95)	(n = 260)

These unemployment figures reveal one of the problems facing our modernizing society. The man from a rural environment cannot find work

on the farms in the rural non-farm centers and is forced to migrate to the cities. But, his previous education, both formal and informal, has not prepared him for easy assimilation into urban life. He lacks a high level of formal education and he does not possess a specialized skill. Work in non-urban areas does not, as a rule, demand these qualifications, but industrialized centers certainly do. Program 5 is one attempt at the solution of this problem.

Financial Characteristics of Male Trainees

The financial characteristics of concern here are family income, weekly pay from last job, unemployment insurance received, and degree of indebtedness. These factors were deemed to be relevant since there was general consensus among program administrators that reimbursement rates were inadequate and that the financial burden on those undertaking training was severe.

The median family income for male trainees was essentially the same for those in training in September and February (about \$55.00 per week; see Table 4-5). Nor were distributions of income for the two time periods significantly different. Median weekly pay from the trainee's last job was \$70.00 and \$77.00 per week. This was from \$15.00 to \$20.00 higher than the family's weekly income (see Table 4-6). Alberta men experience more difficulty in making ends meet than other unemployed trainees in Canada,

whose median weekly family income is \$17.00 higher. Only slightly more than twenty percent of the Alberta trainees were able to make in excess of \$100.00 either from their last job or as a total family income. With earnings at their present levels it is obvious that unless these people can maintain the financial status they have while working, it is most difficult for them to reject employment in favour of education, even for short periods of time.

TABLE 4-5

PERCENTAGE DISTRIBUTION
BY WEEKLY FAMILY INCOME
FOR MALE TRAINEES -
ALBERTA

TABLE 4-6

PERCENTAGE DISTRIBUTION
BY WEEKLY PAY FROM LAST
JOB FOR MALE TRAINEES -
ALBERTA

	September	February	September	February
	%	%	%	%
No job yet	0	0	5.4	3.2
Less than \$60	54.7	52.7	31.5	24.0
\$60 - 99	16.0	24.7	40.3	51.2
\$100 or more	<u>29.3</u>	<u>22.2</u>	<u>22.8</u>	<u>21.6</u>
	100.0	100.0	100.0	100.0
Median	\$55	\$57	\$70	\$77
	(n = 75)	(n = 203)	(n = 92)	(n = 250)

An analysis of family income by number of dependents revealed that men with no dependents who were selected for training were either in the high income group (where family income was over \$100) or the low income group (where the family income was less than \$40.00). Table 4-7 indicates the trend for those with few or no dependents to have higher family incomes than those with several dependents. The February data illustrates this trend a little more clearly than the September data. This table also indicates that those responsible for selecting the trainees tended to choose from the extremes: the trainees were either single with no dependents or married with several dependents. This phenomenon was more noticeable in the February group.

TABLE 4-7
PERCENTAGE DISTRIBUTION OF FAMILY INCOME OF MALE TRAINEES
BY NUMBER OF DEPENDENTS

Income	September					February				
		<u>Dependents</u>					<u>Dependents</u>			
	0	1	2-3	4-9	Total	0	1	2-3	4-9	Total
Less than \$40	10.4	7.5	16.4	3.0	37.3	13.8	4.1	7.6	6.9	32.4
\$40-59	3.0	0	9.0	7.5	19.4	5.5	1.4	5.5	6.9	19.3
\$60-99	7.5	1.5	3.0	4.5	16.4	7.6	3.4	4.1	9.7	24.8
\$100 or more	11.9	3.0	9.0	3.0	26.9	15.9	3.4	1.4	2.8	23.4
Total	32.8	11.9	37.3	17.9	<u>100%</u>	42.8	12.4	18.6	26.2	<u>100%</u>
					n = 67					n = 145

Secondary income would be essential to the unemployed married man with more than two dependents. Yet, sixty percent of the wives of September trainees did not work. For the February group, this figure dropped to forty-three percent but the majority of working wives preferred part-time to full-time work.

Only twenty-two percent of the September trainees received income in the form of unemployment insurance. Two-thirds of them stated that they did not receive unemployment insurance because their benefits were exhausted or because they had not contributed sufficiently to qualify. Unemployment insurance was received by forty-four percent of the February trainees. Since this group had been employed through the summer and early fall they were able to contribute and had not yet exhausted their benefits. Administrators of Program 5 stated, when interviewed, that those to whom unemployment insurance was available would have a greater chance of being selected. Our findings do not indicate this. Prior to July, 1966, the living allowances were reduced by the amount of unemployment insurance being received. As a result no additional benefits accrued to the man with unemployment insurance. After benefits were exhausted, however, the training program with its living allowance had more appeal. A man's possession of benefits or lack of it will likely become irrelevant as a selection criterion as a result of new legislation divorcing allowances from unemployment insurance.

If we look to the expenditure side of the ledger it appears that although trainees did not "earn" much money and had some difficult financial burdens, they did not overextend themselves. Eighty-four percent of the September trainees and eighty percent of the February trainees did not own a house. A large proportion of them were single, and presumably lived at home. Of the February trainees over half of those owning a house no longer had a mortgage.

The trainees selected certainly exhibited financial responsibility but the degree of debt was considerably more for September participants than for the February participants. This is further evidence that those who were selected for training in September had more financial difficulty because they were unable to work during the summer. Only thirty-two percent of the September trainees were debt free. Of those with debt, slightly less than half had over \$1000 of debt. Nearly half of the February trainees were debt free and only 15 percent had debt in excess of \$1000.00.

The relationship between debts and number of dependents for both time periods followed expectations. Those with no dependents had no debts and those with dependents tended to incur them. In September those with 2-3 dependents had more debts, while in February more trainees had 4-9 dependents and they also had more debts.

TABLE 4-8

PERCENTAGE DISTRIBUTION OF AMOUNT OF DEBT BY
NUMBER OF DEPENDENTS - ALBERTA

(Includes both male and female trainees)

Debt	September					February				
	<u>Dependents</u>					<u>Dependents</u>				
	0	1	2-3	4-9	Total	0	1	2-3	4-9	Total
No debt	31.3	7.5	7.0	2.3	48.1	27.1	7.5	13.7	5.1	53.4
Less than \$1000	17.8	7.5	11.7	3.3	40.3	11.0	8.6	9.8	5.1	34.5
Over \$1000	1.9	1.9	5.6	2.3	11.7	2.4	0	3.9	5.9	12.2
Total	50.9	16.8	24.3	7.9	100.0	40.5	16.1	27.4	16.1	100.0
	n = 214					n = 255				

Educational Characteristics of Male Trainees

The distributions of educational level attained showed no significant difference between September and February trainees in Alberta or Canada.

The median educational level attained by all groups was grade 9.5.

Slight differences occurred between those in Alberta's February and September groups who had acquired some secondary education. More September trainees had taken a commercial or trade pattern--fifteen and twenty percent respectively--while in the February group, the distribution

was eleven and sixteen percent. The regular or academic pattern predominated in both groups. Of those selected for training in September, twenty-two percent had some apprenticeship training and of the February group almost ten percent had some apprenticeship and a further five percent had completed apprenticeship training. These figures exceeded those for Canada in both instances. Why these people were no longer in the apprenticeship program is not discernible but it was surprising that they were selected for unemployment training when they had a skill or had dropped out of a training program.

Since over half of those selected for training had less than a grade nine education it is difficult to determine any relationship between age and educational level attained. Table 4-9 indicates that older persons might have been required to have more education to be selected than younger ones. The figures do indicate that Program 5 trainees must be upgraded and receive basic academic training before a skill can be imparted to them, but after their upgrading they still have no marketable skill and are probably no more employable.

TABLE 4-9
 PERCENTAGE DISTRIBUTION BY AGE AND SCHOOL GRADE COMPLETED
 OF MALE TRAINEES - ALBERTA

Age	September				February				
	Grades 6-8	Grades 9-10	Grades 11-13	Total	Grades 6-8	Grades 9-10	Grades 11-13	Total	
Under 20	5.3	7.4	0	12.7	12.7	7.3	1.9	21.9	
20 - 24	11.7	11.7	3.2	26.6	10.8	12.4	9.3	32.5	
25 - 34	16.0	18.1	8.5	42.6	12.0	12.4	6.9	31.3	
35 or older	6.4	5.3	6.4	18.1	5.8	6.2	2.3	14.3	
Total	39.4	42.6	18.1	100%	41.3	38.2	20.5	100%	
				n = 94					n = 259

Students were enrolled in a training course suitable to their educational level. Two-thirds of both training groups received basic academic training, and half of the group not enrolled in academic training selected the vocation of barbering. Course selection by February trainees included barbering (8.4%), welding (6.5%), equipment operation (5.4%), gas station attendant (4.2%) and building construction (2.3%). It is difficult to understand why so many men are entering the barbering profession when other trades are in such short supply.

The program is providing long-range educational benefits. The upgrading of academic skills is necessary, but a need remains for better counselling and stronger legislation to encourage students to get at least some high school education so that training programs may devote their time and money to the teaching and retraining of skills rather than to pre-vocational training and academic upgrading.

Work History of Male Trainees

a) Occupation and Industrial Attachment

The work history section of this text is concerned not only with the stated occupation of the trainee but with his unemployment history as well.

Of the 90 September trainees who had an occupational designation, twenty percent were in clerical and sales occupations; twenty percent were in service occupations, including protective service occupations, waiters, cooks, janitors, barbers, and launderers; and twenty percent were either craftsmen or production process workers such as millers, bakers, brewers, tailors, carpenters, machinists, etc. Those stating that they were in the craft occupations were not apprenticed and are probably less skilled than apprentices. Labouring and transportation communication occupations each accounted for thirteen percent of the group. Individuals who were willing to work at a secondary occupation indicated they would accept work as a labourer, farm worker or as lumberers; in order to work some downgrading of occupation was acceptable to the trainees.

In terms of industry, these men were attached to the construction industry (28.5%), the store and restaurant industry (15.4%), factories (11%), transportation (11%), and "other" or "no attachment" (26.2%). The industrial attachment of this group was significantly different from Canada's distribution and from that of Alberta's February trainees.

The occupational distribution of the February trainees reveals greater seasonality than that of the September trainees. In February, one-third of the men were in craft occupations, one-fourth of them were labourers, and ten percent were farmers. The less seasonal occupations in the clerical-sales and transportation-communication groups each accounted for ten percent of the distribution.

Only half of the men worked at secondary occupations but those who did affiliated with labouring, farming, clerking and selling.

The industrial attachment of this group differed from the September group's. The construction industry maintained its relative share of twenty-eight percent; farming, mining and lumbering industries increased from five to thirteen percent; factory attachment increased slightly; and retailing and restaurant work decreased by half to seven percent. Fifteen percent of the group had not as yet worked regularly.

b) Unemployment History

The amount of unemployment experienced by the September trainees was extensive. While the median unemployment was only 3.7 months per year as noted in Table 4-10, twenty-six percent had been

unemployed six to twelve months per year and almost sixty percent had been out of work for more than six months. This is particularly critical when the summer has just passed and unemployment is at a low point. Fifty-eight percent said they were not normally unemployed during summer and fall and were normally unemployed during the winter; or that they were in occupations where there was no seasonal difference.

TABLE 4-10

PERCENTAGE DISTRIBUTION OF SEPTEMBER MALE TRAINEES (n = 95)

Amount of Unemployment Previous Year		Months Since Last Steady Job
First job	5.8%	4.4%
Less than 1 month	29.0	7.7
1 - 6 months	39.5	30.7
7 - 12 months	25.7	27.5
More than 12 months	<u>0</u>	<u>29.7</u>
	100.0	100.0
Median	3.7 months	8.0 months

The unemployment pattern of those without work during the winter differs from those who are jobless during the summer. The median amount of unemployment experienced the previous year by the February group

was a month more than for the September trainees but there was less long-term unemployment, since most of the men were unemployed for one and six months. They were probably laid off in October or November when activity began to slow down and will likely be rehired sometime in the spring. Fifty-six percent stated that they were normally unemployed during this time of less activity, and that they were working primarily in craft and labourer occupations. Those not normally unemployed in the winter were in more difficult straits for, like the September trainees, they were normally employed in service or sales occupations.

TABLE 4-11

PERCENTAGE DISTRIBUTION OF FEBRUARY MALE TRAINEES (n = 257)

Amount of Unemployment Previous Year		Months Since Last Steady Job
First Job	4.5%	3.5%
Less than 1 month	12.7	4.3
1 - 6 months	49.4	62.2
6 - 12 months	33.4	16.6
More than 12 months	<u>0</u>	<u>13.2</u>
	100.0	100.0
Median	5.2 months	5.0 months

When months elapse since last job was classified by level of education attained, a slight trend was observed. Those who had more education were more likely to secure employment sooner than those with less education. This classification included all trainees, so the relationship may or may not hold true for the male and female subgroups.

Those whose employment had been in service and sales occupations had difficulty securing employment and were out of work for longer periods of time. They were generally less employable because they had less education and lacked specific skills.

A distribution of trainees' age and months since last steady job showed that the selection pattern differed considerably between the September and February groups. Forty percent of those selected in September were older (ranging in age from 20 to 34, with a few in their 40's), and were out of work for longer periods of time (7 months or more). Forty percent of the February trainees were younger (under 24 years of age) and unemployed less (less than 6 months). However, when the age factor was related to amount of unemployment in the last 12 months no relationship existed between these two factors.

When the groups were asked if age was a factor in securing employment, men under 19 thought it was a slight problem but over half of the men over 35 perceived it as a deterrent to gaining employment.

A tabulation of the number of changes in employers during the last three years revealed that the two groups were very similar. Between

fifteen and twenty percent had never changed employers, about thirty percent had changed only once or twice, and slightly more than half changed three times or more. In light of the occupations and industrial backgrounds of these men the number of changes is not alarming.

Mobility of Male Trainees

In an attempt to assess the population's propensity to move and willingness to move to jobs elsewhere in the province or outside the province, questions regarding present place of residence, place of residence three years ago, and willingness to move were asked. Because most immigrants coming to Canada settle in Ontario or Quebec, the composition of their population differs significantly from Alberta's.³⁸ Therefore, comparisons to Canadian figures in this section will be omitted.

Half of the seventy-five percent born in Canada were born in Alberta; eleven percent were born in Saskatchewan and five percent in Manitoba. Three years ago, ninety percent of the trainees were living in Alberta and of these sixty percent were then living in the same community. The only evidence of migration is a slight westward movement from the other prairie provinces. One-fourth of the September trainees were foreign-born,

³⁸S. G. Peitchinis, The Economics of Labour, Employment and Wages in Canada, McGraw-Hill Company of Canada Limited, Toronto, 1965, p. 22.

and they had immigrated primarily from Europe.

Mobility characteristics demonstrated by February trainees were consistent with their September counterparts but were more visible. All but one percent were Canadian born: three-fourths were born in Alberta, eleven percent in Saskatchewan and five percent in Manitoba. The remainder migrated from the East more than three years ago. A major migration did occur but it was restricted to the province, involving migration from farms and rural areas to urban centers.

When asked most trainees (men and women) stated that they were willing to move. Twenty-three percent of the September trainees and thirty-three percent of the February trainees wished to restrict their movement to Alberta, while over half were willing to move anywhere. The relationship between willingness to move and place of upbringing showed that about two-thirds of those September trainees raised on farms were willing to move. Of those raised in the city, half would move and half would not. February trainees who have had somewhat less difficulty securing employment were more willing to move. Of those raised on farms, two will move for every one who will not. Of those raised in the city, three will move for every one who will not.

Length of time at present residence was a factor in determining propensity to move. Over two-thirds of those who had most recently moved to the community in which they presently lived were willing to move, but those who were long-term residents there gave no indication that they would

not move.

Summary of Male Trainees

The differences between those selected for training in September and those selected in February provide evidence that no clearly definable selection policies exist in Alberta although strong trends or general tendencies are evident. Younger men and single men had a better chance of being selected. Generally, these groups came from rural environments and were basically financially responsible although incomes were low. Their education levels were low, and they possessed employable skills.

Those in training in September were more chronically unemployed than February trainees. They were out of work longer, the work in which they were engaged is less seasonal, they had less education and fewer skills, they normally worked in service or sales capacities, and they were less likely to move if work was available elsewhere.

Personal Characteristics of Female Trainees

The personal characteristics discussed here are the same as those dealt with in discussing the male trainees. They are: age, marital status, number of financially dependent persons, place of residence, and place of upbringing.

1) Age

Whereas the selection of men tended to differ in summer and winter according to age, the age criterion used for women was consistent.

The age distribution of the September and February female trainees considered together was: under 25 years old, 66 percent; 25-34 years of age, 13 percent; 35-44 years old, 11 percent; and 45-54 years old, 9 percent. The national age distribution of female trainees indicated that they were slightly older.

2) Marital Status

Of the 301 September trainees, sixty-four percent were single, ten percent were married and twenty-six percent were divorced, separated or widowed. Of the 303 February trainees the distribution was not significantly different, with fifty-nine, twelve and twenty-nine percent in the respective groups. The high percentage of divorced, separated or widowed women should be noted. Of the thirty-two women in each group who were married, over half of them had a spouse who was working full time. The formalized policy of Alberta's Department of Education stated that a married woman must be the provider of her family before she could be selected. The policy was apparently flexible, and allowed exceptions to this rule. As illustrated in Table 4-12 the selection criterion regarding marital status in Alberta was significantly different from Canada's.

TABLE 4-12

PERCENTAGE DISTRIBUTION BY MARITAL STATUS FOR FEMALE TRAINEES -
ALBERTA AND CANADA

	Alberta		Canada	
	September	February	September	February
Single	64.2%	58.7%	51.2%	48.5%
Married	10.3	11.9	24.1	33.9
Divorced, Widowed, Separated	25.5	29.4	24.7	17.7
	100.0	100.0	100.0	100.0
	(n = 302)	(n = 303)	(n = 4,977)	(n = 8,596)

The high percentage of single women would indicate that few trainees had financial dependents. Yet thirty-three percent of the September trainees had dependents, as did forty-six percent of the February trainees. Forty percent of the February group had one or two dependents.

3) Place of residence, past and present

Alberta women were similar to the men in that both groups had migrated from farms and towns to the cities. The shift was more noticeable for women than men. Table 4-13 shows that the September and February percentage distributions of place of upbringing were nearly similar.

TABLE 4-13
PERCENTAGE DISTRIBUTION BY PLACE FEMALE TRAINEES GREW UP
AND BY PLACE FEMALE TRAINEES RESIDE - ALBERTA

	Place Female Trainees Grew Up		Place Female Trainees Reside	
	September	February	September	February
Farm	45.7%	41.0%	0 %	3.4%
Village or Town	25.2	27.2	3.0	3.4
City	<u>29.1</u>	<u>31.8</u>	<u>97.0</u>	<u>93.2</u>
	100.0	100.0	100.0	100.0
	(n = 302)	(n = 302)	(n = 302)	(n = 302)

There is a noticeable lack of rural participants, both male and female, in the training program. Reasons for this include inadequate dissemination of information to rural areas and the failure of most rural dwellers to travel to urban centers to register as unemployed.

Financial Characteristics of Female Trainees

It is interesting that the median family income for September female trainees in Alberta was \$9.00 a week higher than the median for men in training in September. Table 4-14 illustrates that 38.5 percent of the female group had family incomes in excess of \$100 per week.

TABLE 4-14
 PERCENTAGE DISTRIBUTION BY WEEKLY FAMILY INCOME
 AND BY WEEKLY PAY FROM LAST STEADY JOB
 FOR FEMALE TRAINEES - ALBERTA

	Family Income per Week		Weekly Pay from Last Steady Job	
	September	February	September	February
No job yet	0 %	0 %	16.0%	14.4%
Less than \$60	40.8	44.6	75.4	79.9
\$60 - 99	20.7	24.6	7.6	9.9
\$100 or more	<u>38.5</u>	<u>30.7</u>	<u>1.0</u>	<u>1.7</u>
	100.0	100.0	100.0	100.0
Median	\$75	\$66	\$45	\$48
	(n = 208)	(n = 215)	(n = 287)	(n = 291)

This can be attributed to the numerous situations where married women were working, where single girls living at home claimed the total income of their family, and where divorced or separated women received alimony or child support payments. The median family income for February female trainees was only \$66 and few had incomes of over \$100 per week. These figures are contrasted to the median pay of \$45 which was received from the last job.

Very few of the women--sixteen percent of the September group, and twenty percent of the February group--received unemployment compensation. The primary reasons for not receiving insurance were a lack of contributions or insufficient accumulated benefits. A large percentage (30%) gave no reason for not claiming benefits.

The debt structure of the female population was consistent between the two groups, with no apparent seasonal fluctuations. Sixty-three percent had no debts, and practically all the debts were less than \$1000.00. This lack of debt may derive from a tendency of young girls to save money for purchases, unlike men who are perhaps more apt to credit finance.

Educational Characteristics of Female Trainees

The median grade level attained by female trainees was grade 11 as shown in Table 4-15.

TABLE 4-15
 PERCENTAGE DISTRIBUTION BY SCHOOL GRADE ATTAINED
 FOR FEMALE TRAINEES - ALBERTA

	September	February
Less than 9	11.6%	17.6%
9 - 11	64.1	81.9
12 or more	<u>24.3</u>	<u>0.7</u>
	100.0	100.0
	(n = 302)	(n = 303)

Of the September group, thirty percent of those who had some secondary education had chosen the commercial pattern and sixty-five percent the regular pattern. Those with commercial courses should be reasonably well equipped to obtain a job, or should require little additional training.

Women under 24 years of age with at least an 11th grade education represented over one-third of the trainees. A few women over 35 years of age were selected if they had a grade 10 education. A grade 11 or grade 12 level was preferred in this age group.

Far fewer women than men were required to take basic academic training. Sixty percent of the men required academic training, while twenty-four percent of the September women and thirty-eight percent of the February

women did so. Nurses-aid training ranked second as a vocational choice among forty-five percent of the September trainees and twenty-eight percent of February trainees. This was followed by commercial or clerk-typist training with thirteen and twenty-four percent; and beauty culture, with fifteen and seven percent for the respective time periods. The women fortunately chose vocations for which there was a great demand, particularly the nurses-aids.

Work History of Female Trainees

The occupational designations of women did not vary from traditional lines. Most were in service occupations, followed by clerical-sales occupations. About twenty percent of the September trainees classified themselves as students or housewives. The industrial attachment was also as expected. The trainees worked in government, stores or restaurants or had no job experience.

Table 4-16 indicates that the February group of trainees was unemployed more than the September group. The median months of unemployment per year was 6.5 months for February trainees and 4.5 for September trainees.

TABLE 4-16
 PERCENTAGE DISTRIBUTION BY AMOUNT OF UNEMPLOYMENT
 PREVIOUS YEARS FOR FEMALE TRAINEES - ALBERTA

	September	February
First job	18.1%	16.1%
Less than 1 month	28.5	18.7
1 - 6 months	27.9	38.4
6 - 12 months	<u>26.5</u>	<u>26.8</u>
	100.0	100.0
Median	4.5 months	6.5 months

Sixteen percent of the single women selected had not as yet been employed, and twenty-three percent had been unemployed for more than six months. Forty-five percent of the divorced or separated population had been unemployed for more than six months.

Although the percentages of women unemployed for a year or more are large, they are not necessarily correct. Nearly sixty percent of this group were over twenty-five years old. It is probable that they were not actively seeking and accepting employment, and were actually not in the labour market.

Mobility of Female Trainees

Whereas twenty-five percent of the men were foreign born only ten percent of the women in training were born outside of Canada. Between sixty and seventy percent were born in Alberta. Women trainees, like the men, tended to move westward, with seventeen percent coming into Alberta from Saskatchewan. Few came from Quebec, Ontario, or the Maritimes.

Between fifty-five and sixty percent moved to their present community less than three years ago and less than fourteen percent lived outside of the province three years ago. The recent migration to their present community was from the rural areas of Alberta.

One-third of the trainees were not willing to move from their present location. If they had lived in their present community of residence longer than one year they were generally reluctant to move. Those who had recently moved were willing to do so again.

Summary of Female Trainees

The women selected for training were raised in rural areas and migrated to the cities. With a median grade 10 education, they were qualified to enroll immediately in vocational courses. Fortunately the occupational choices of the women coincided with the demand; once trained, they could readily secure employment. Single girls were chosen for the

courses more often than married, divorced or widowed women, but it was the divorcees and widows who found it the most difficult to secure and maintain employment. The women were generally reluctant to move because their homes, families, and friends were here. While the male groups exhibited characteristics of seasonality both in employment characteristics and the selection criteria that were employed, the summer and winter female trainees were relatively homogeneous and selection criteria were consistent.

CHAPTER V

A COMPARISON OF THE CHARACTERISTICS OF UNPLACED APPLICANTS AND TRAINEES IN PROGRAM 5

From the description of the characteristics of Alberta's unplaced applicant population (Chapter III) and the description of the characteristics of trainees in Program 5 in Alberta (Chapter IV) it was apparent that the two populations were quite dissimilar. Within these two groups differences existed between the male and female segments and differences existed between those unemployed in September when unemployment was at its low, and those unemployed in February when the unemployment rate was at its peak. It was also noted previously, that Alberta's unemployed population was not a homogeneous subsection of the Canadian population; but rather it possessed many characteristics common to only Alberta.

The purpose of this chapter is to clarify many of the relationships between unplaced applicants and trainees. Visual representation will be the primary method used in this chapter in comparing the component parts. Hopefully, this analysis will pinpoint the strengths and weaknesses in the administrations of Program 5 so that steps can be taken to permit this Program to more effectively meet the needs of Alberta's industries, as well as the needs of the unemployed members of the labour force. If the Canadian economy is to meet the economic goals for 1970 as set down by the Economic Council of

Canada, Alberta will have to contribute its share. To do this, Alberta and the other provinces must begin to optimize the utilization of their manpower resources.

Sex Distribution

Probably the single most significant finding of this report is that a disproportionate number of women were selected for training under Program 5 in Alberta (Figure 5.1). This was also the case in Canada, but not to the degree it was in Alberta. In September the Alberta unplaced applicant population was fifty percent male, fifty percent female. Twenty-five percent of the trainees were male, and seventy-five percent were female. The following explanations for this disproportion were given in Chapter IV:

- a) training allowances, sufficient for women were insufficient for men; b)
- higher education qualifications possessed by women meant they needed less upgrading and therefore they could be taught a skill immediately; and c)
- school may have had more appeal for women. But these do not justify the selection of a disproportionate number of women as compared to the number in the unemployed labour force. This becomes even more critical when it is recalled that while family incomes were not high, over eighty percent of the unemployed married women had husbands who were working full-time, and while the sample only included those persons who were registered for full-time employment, at least twenty percent of the women said they preferred not to have regular full-time jobs.

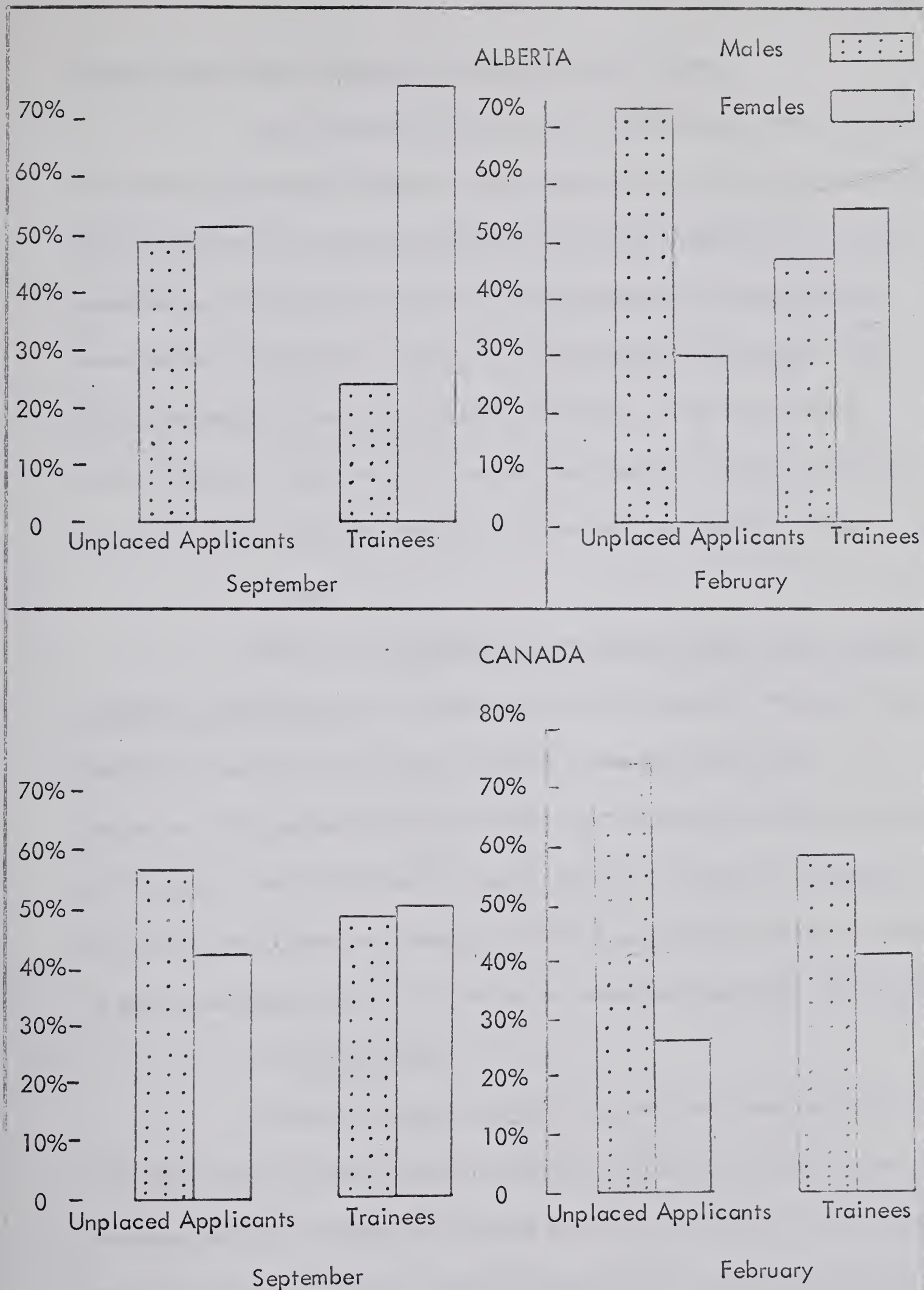


Figure 5.1. Percentage Distribution by Sex for Trainees and Unplaced Applicants, Alberta and Canada, September 1965 and February 1966.

Comparison of Male Unplaced Applicants to Male Trainees

The chi-square statistic was used to determine whether or not the trainees selected for Program 5 were representative of the group from which they were drawn (the unplaced applicant population) (Appendix V). In most cases the use of this statistic was not really necessary for the distributions were obviously significant. Twenty-six characteristics were tested. In the September group, all were significantly different. In February, family's weekly income, weekly pay from last job, and usually unemployed this time of the year, were the only factors that fell within the acceptable range.

a) Age

Figure 5.2, Percentage Distribution by Age of Male Unplaced Applicants and Trainees, clearly demonstrates that trainees in Program 5 were definitely younger than the population from which they were drawn. In September, the greatest deviation between the groups was in the '25 to 44 years old' category, while in February it was in the '20 to 24 years old' category and the 'under 20 years old' category. Once a man was over forty-five years of age it was highly unlikely that he was an acceptable candidate for training.

b) Marital Status

The distributions of marital status that are presented in Figure 5.3 demonstrate that administrators of Program 5 throughout Canada (Alberta included) definitely selected more single men than married men. This tendency was far more pronounced for Canada in September but was more pronounced

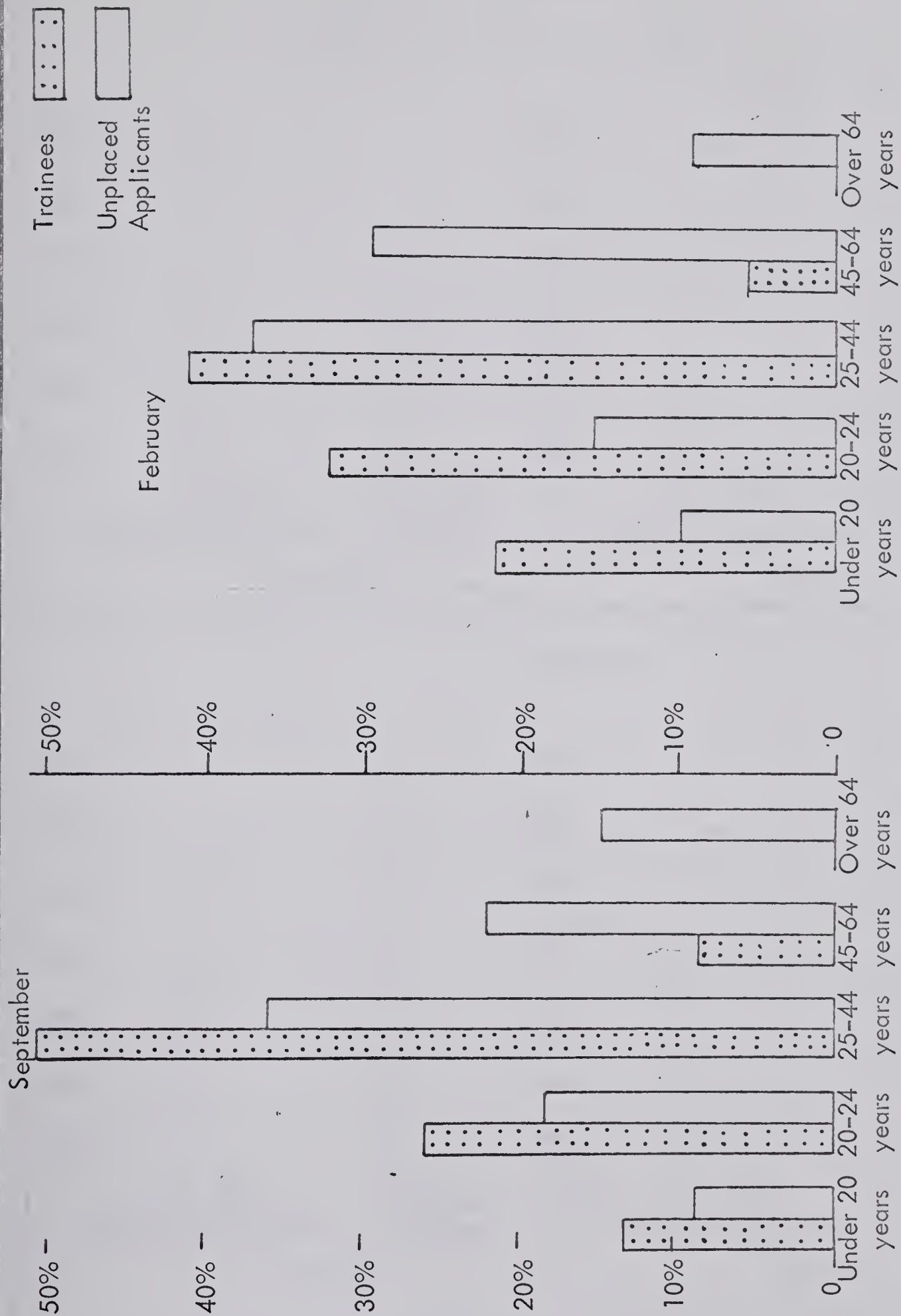


Figure 5.2. Percentage Distribution by Age of Male Unplaced Applicants and Trainees in Alberta, September 1965 and February 1966. Black bars indicate age distribution of all trainees, white bars age distribution of a random sample of male unplaced applicants.

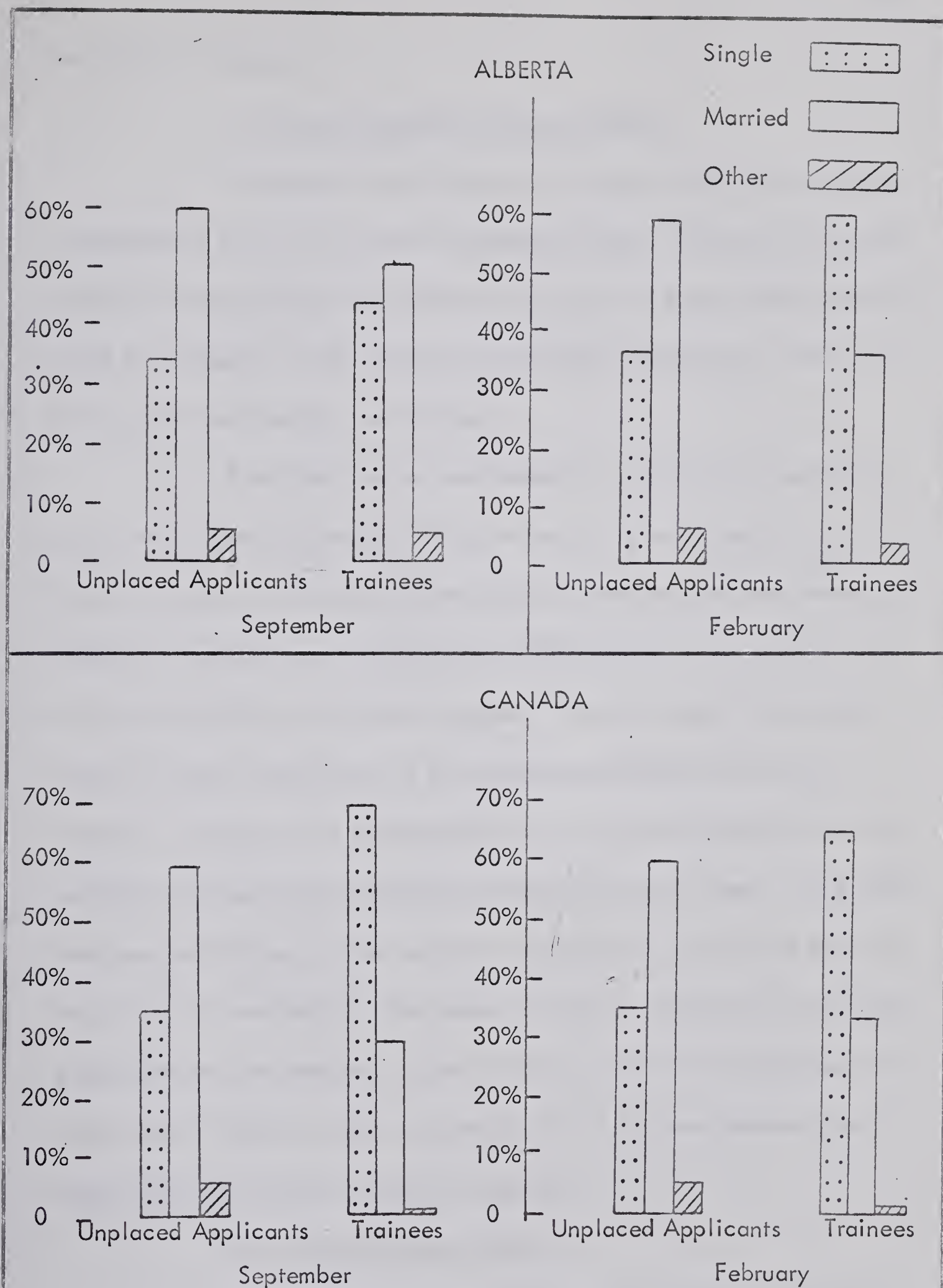


Figure 5.3. Percentage Distribution by Marital Status of Male Unplaced Applicants and Trainees - Alberta and Canada.

for Alberta in February.

c) Place of Residence, Past and Present

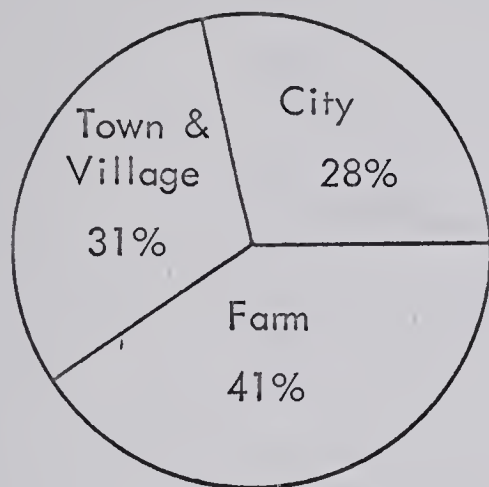
In September and February, ten percent more of the trainees were raised in the city than were unplaced applicants. Figure 5.4 indicates that if an unemployed man was raised in the city or in a semi-urban community, towns and villages, he had a better chance of being selected for training than the man that was brought up on the farm.

Even though a man was raised in a rural area he would have had to move to and be presently living in the city to be chosen for training. Figure 5.5 shows where the unplaced applicants and trainees were presently residing. Practically all the September (99%) trainees were residing in the city as were 90% of the February trainees. This is the case, even though twenty to twenty-five percent of the unplaced applicants were non-city dwellers. Moreover, it is quite probable that the unplaced applicants do not accurately represent the unemployment situation in rural areas. It is doubtful that most men will go to urban centers to register with N.E.S. and to seek work if it is not available in their home community. Distances are often too great between rural areas and cities in Alberta to facilitate commuting to the cities daily. They may rather stay and work in their home community when work becomes available or migrate to the city.

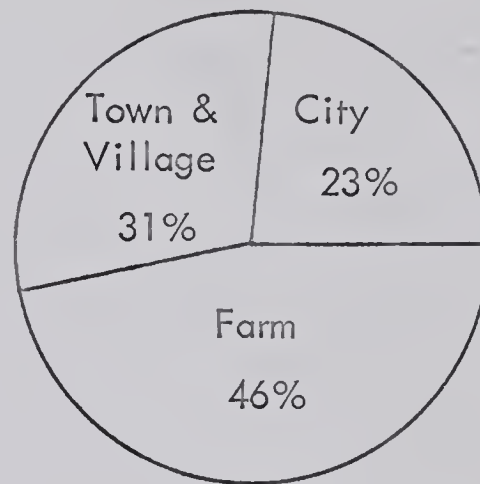
d) Financial Characteristics

Although the median family income of unplaced applicants was \$7.00 to \$9.00 more than that of trainees, the actual distributions were

Unplaced Applicants

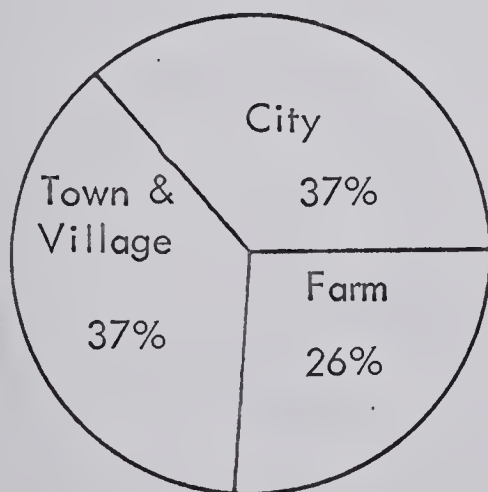


September

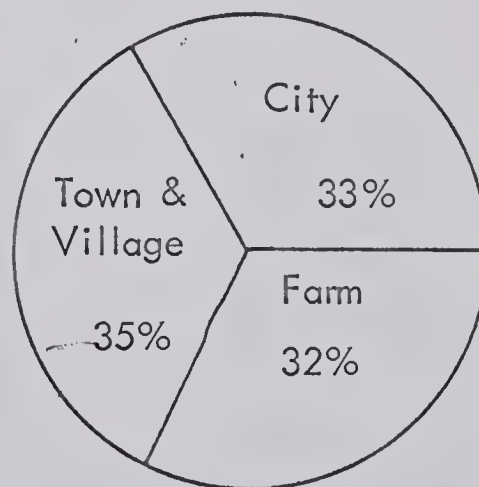


February

Trainees



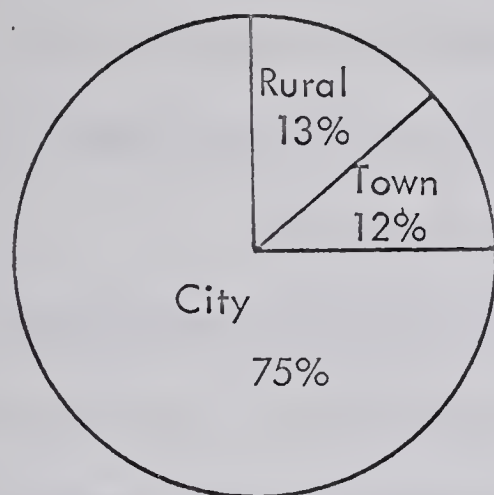
September



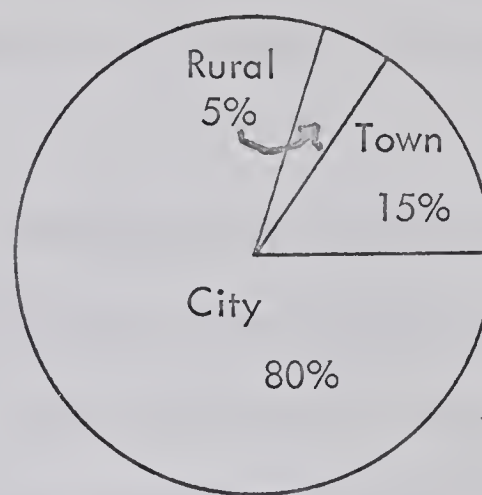
February

Figure 5.4. Percentage Distribution by Where Male Unplaced Applicants and Trainees were Raised - Alberta.

Unplaced Applicants

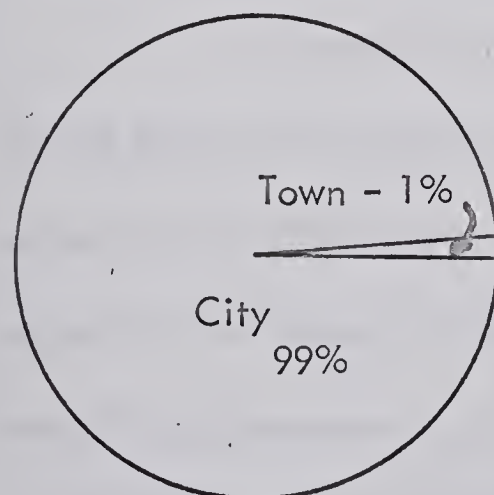


September

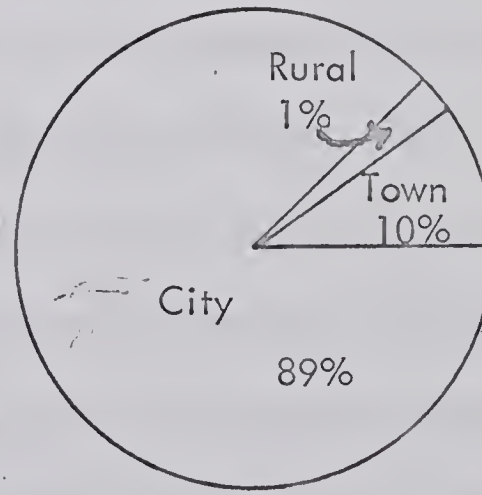


February

Trainees



September



February

Figure 5.5. Percentage Distribution by Where Male Unplaced Applicants and Trainees Presently Reside - Alberta.

quite similar. This difference in median income was caused chiefly by a greater proportion of trainees earning less than \$60.00 a week (Figure 5.6). A better insight of the financial status of these men is obtained from the data on 'weekly pay from last job' (Figure 5.7).

Like 'weekly family income', 'weekly pay from the last job' indicates that there was very little difference between unplaced applicants and trainees. The differences that did occur were in the \$100.00 or more category, with the unplaced applicants having the greater percentage in this category. Possible explanations for this larger percentage among unplaced applicants are: either men who were capable of making more than \$100.00 a week were not selected, or the present training program, with its subsistence allowances, did not attract these individuals but attracted the men who were unable to secure the higher paying jobs.

A greater percentage of the married trainees had wives who worked either full or part-time than did the unplaced applicants. Forty percent of the September trainees had wives who worked, as did fifty-five percent of the February trainees. For the unplaced applicants, the figures were thirty-three percent and twenty-two percent for the respective periods. It is difficult to say why this situation has occurred. There are two possible explanations. First, as it has been demonstrated previously, trainees received less income than did unplaced applicants so it may have been necessary for more of the trainees' wives to work. Second, trainees may desire a higher

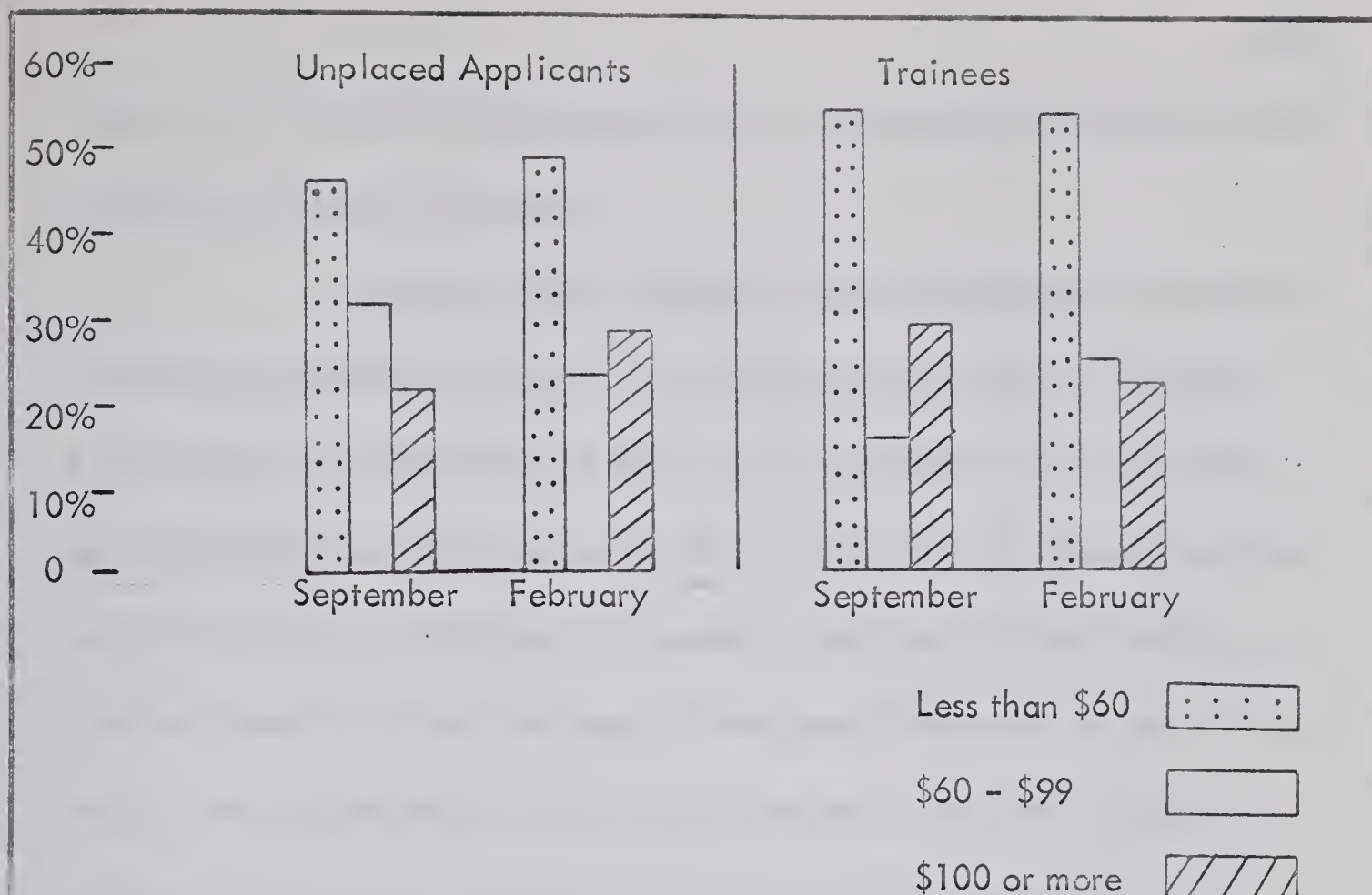


Figure 5.6. Percentage Distribution by Weekly Family Income, Male Unplaced Applicants and Trainees - Alberta.

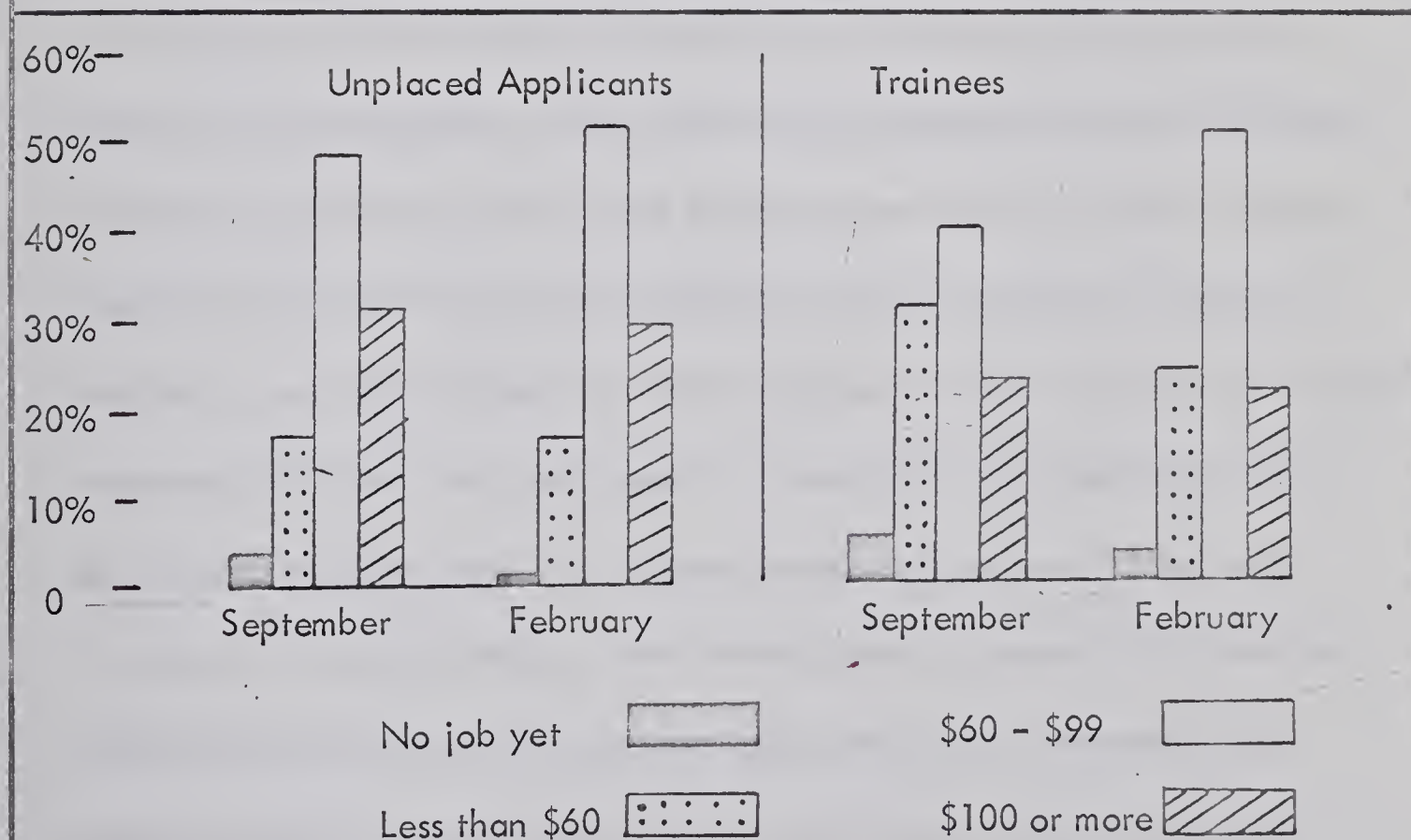


Figure 5.7. Percentage Distribution by Weekly Pay from Last Job, Male Unplaced Applicants and Trainees - Alberta.

standard of living than they presently have, as evidenced by their motivation and desire to upgrade themselves.

In general, fewer trainees received unemployment insurance than did the unplaced applicants. In September and February, about ten percent fewer trainees (22% and 44%) received benefits than did unplaced applicants (33% and 56%) but nearly twice as many of both groups received benefits in February as did so in September. Had benefits been available to those not receiving them, they would have been claimed but for the most part benefits were exhausted or the individual had not contributed enough to qualify. This data also indicates that seasonal differences existed. The September group had more hardships. If an individual was unemployed during the summer months when work was plentiful his chances for finding work in the winter were negligible. The February group had for the most part worked through a good portion of the winter and could see their way clear til spring. The only data this study contains regarding sources of additional income or whether or not the individual can exist on present income is, 'does the individual have any debt other than a mortgage?' It would have been helpful to find out if the unemployed received financial assistance from savings or through the help of friends and family. From the evidence, it appears that there was little difference between the unplaced applicants and the trainees in the amount of debt incurred. About twenty-five percent of them had debts of over \$1,000.00. These were primarily young single men who were earning

good wages or married men with several dependents whose earnings fell in the lower income categories.

e) Educational Characteristics

The amount of education attained by the unplaced applicants in Alberta was randomly distributed (Figure 5.8). However, Grades 8 and 12 appeared to be plateaus or terminal points of education. Those unemployed in September had more education than did the February group as evidenced by the increasingly greater percentages in the grades 9 to 12.

Presumably grade 9 or grade 10 is the educational level required by many training courses as the entrance requirement. Men with less than this level of education would have to upgrade their basic academic qualifications before training for a skill. This is perhaps why there were so many grade 8 and grade 10 individuals selected, for well over one-half of the September trainees were in these grade categories (Figure 5.8). After a student had grade 10 he could be taught a skill. The grade 8 student would not need too much additional basic training before he would be able to prepare for a skill. This conclusion is born out by the fact that two-thirds of the trainees selected were enrolled in basic academic training.

After looking at the educational data, it is questionable whether NES or the Department of Education had any firm selection policy regarding education, unless it was that they preferred their trainees to have a minimum of grade 8 as has been expressed previously. This becomes

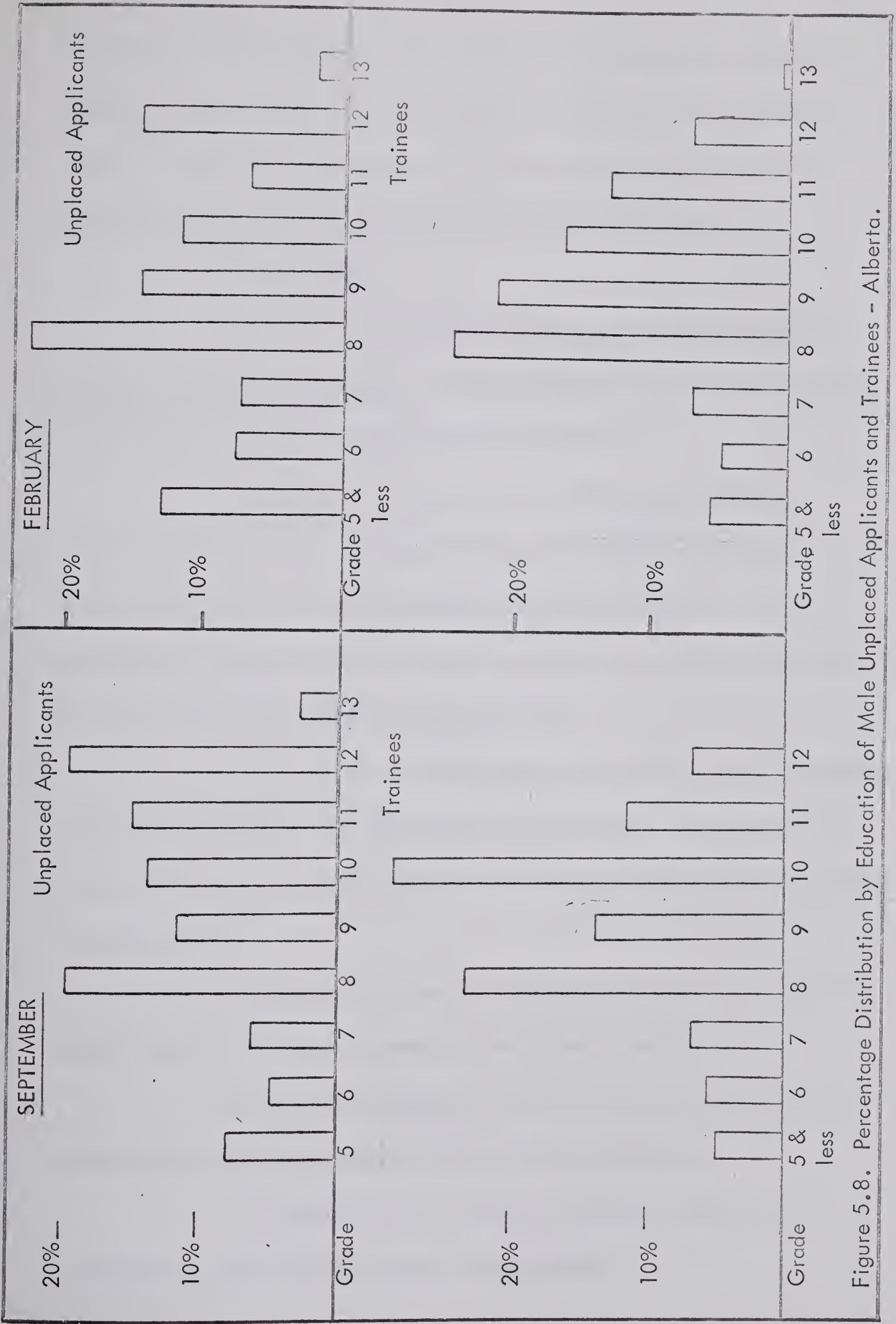


Figure 5.8. Percentage Distribution by Education of Male Unplaced Applicants and Trainees - Alberta.

particularly evident in February when trainees were compared to unplaced applicants (note Figure 5.8). Because age and education were so closely related, it is difficult to determine which factor took precedence, but the younger men did possess more education than did the older ones.

f) Work History

Figure 5.9, Percentage Distribution by Occupation of Male Unplaced Applicants and Trainees, visually represents the two major components of this report, seasonality and selection characteristics.

The seasonal differences become evident when September unplaced applicants were compared with February unplaced applicants and when September trainees were compared with February trainees. All the occupational categories display seasonal fluctuations to a considerable degree. The major observations regarding seasonality were:

1) The amount of unemployment in the 'white collar' occupations was highest in September but decreased during the winter. Conversely, the proportionate share of unemployment for the 'blue collar' occupations increased during the winter.

2) Labourers, and the craft and production process occupations were the major contributors to unemployment, summer and winter.

It is difficult to determine what the criteria for selection of trainees was. Possible selection criteria alternatives might be:

1) Trainees should be selected in the same proportion of occupations as the unemployed labour force represents.

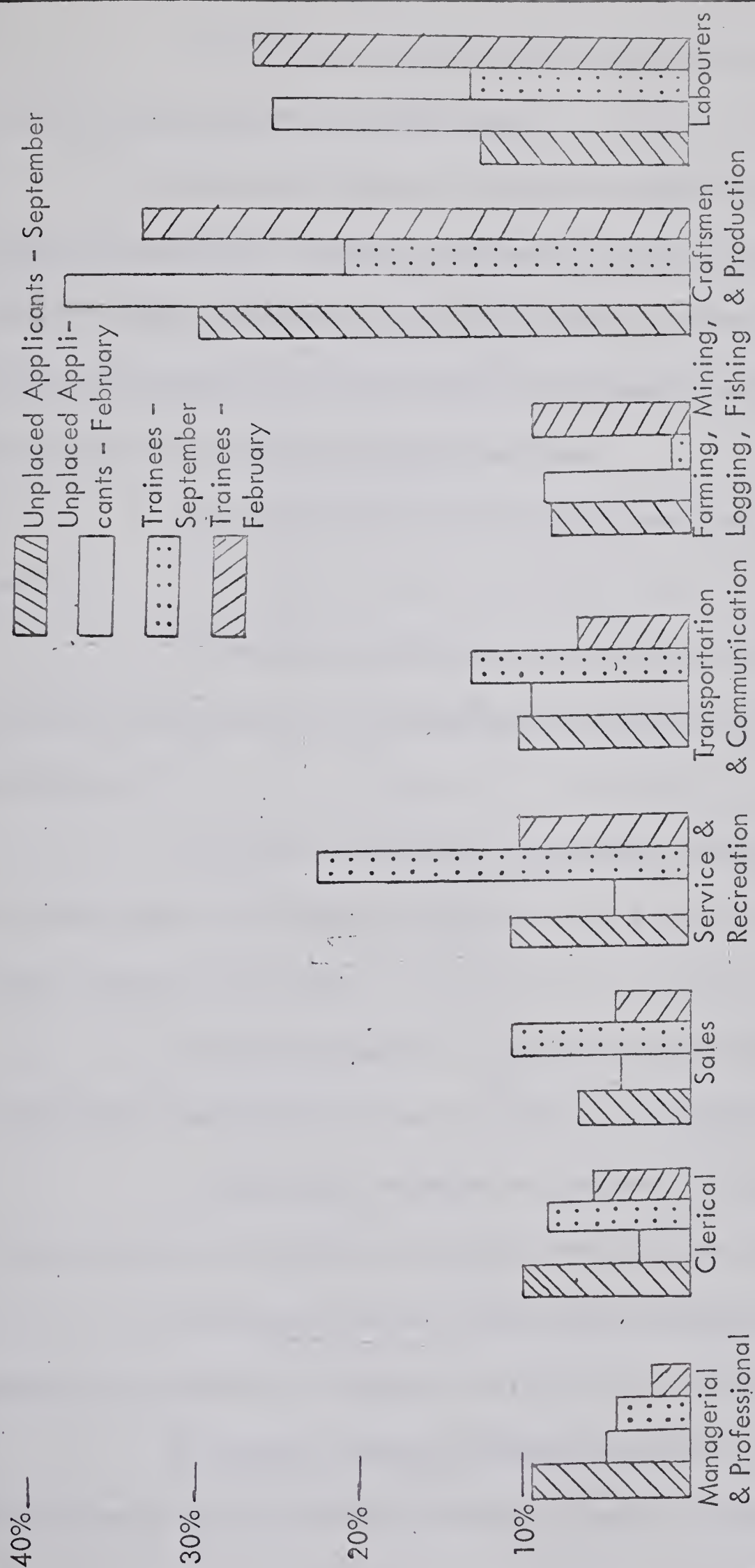


Figure 5.9. Percentage Distribution by Occupation of Male Unplaced Applicants and Trainees - Alberta.

2) Individuals should be chosen who have the best qualifications to meet the present and future labour needs.

No research has been conducted in Alberta to determine labour needs of the economy. Therefore, individuals cannot be counselled by industry's needs. It would then seem logical that as an alternative selection criteria the proportion of trainees be chosen by occupational designation and be representative of the unemployed labour force.

An analysis of Figure 5.9 by occupational categories revealed that in:

1) Managerial, professional, technical occupations: about one-half of the proportion of the unemployed entered training in September and February.

2) Clerical occupations: approximately the same percentage of trainees were in this category in September, and a disproportionate share were in training in the winter.

3) Sales occupations: a disproportionate share were in training in September which was the reverse of the clerical occupations.

4) Service and recreation occupations: in both summer and winter, more than twice the proportion were in training than were available.

5) Transportation and communication occupations: a sufficient proportion were selected in September but too few were selected in February.

6) Farming, mining and logging occupations: it appeared that not enough applied or entered training compared to the number available.

7) Craft and production process occupations: were the major contributor to unemployment and yet in summer and winter less than its share was selected for training. This is most probably due to the disproportionate share that were trained in the service category.

8) Labourers: the proportion of those receiving training was approximately the same as the proportion of unemployed labourers.

g) Industrial Attachment

An analysis of percentage distribution by industrial attachment was consistent with the occupational designations. The most obvious element represented in Figure 5.10 is the large percentage of unemployment that was attributed to the construction industry. In 1961 ten percent of the Alberta Labour Force³⁹ was employed by the construction industry, yet in 1965-66, twenty-eight percent of summer unemployment and forty-seven percent of winter unemployment was attributed to this industry.

Also of note in this figure is the lack of training for factory and plant personnel in the summer, and the lack of industrial attachment of a large proportion of the unemployed labour force.

h) Unemployment History

When 'amount of unemployment the previous year' for September unplaced applicants was compared to that of February unplaced applicants

³⁹Census of Canada, 1961, Labor Force Industries by Sex Catalogues 44-518, Series 3.2, p. 1-18.

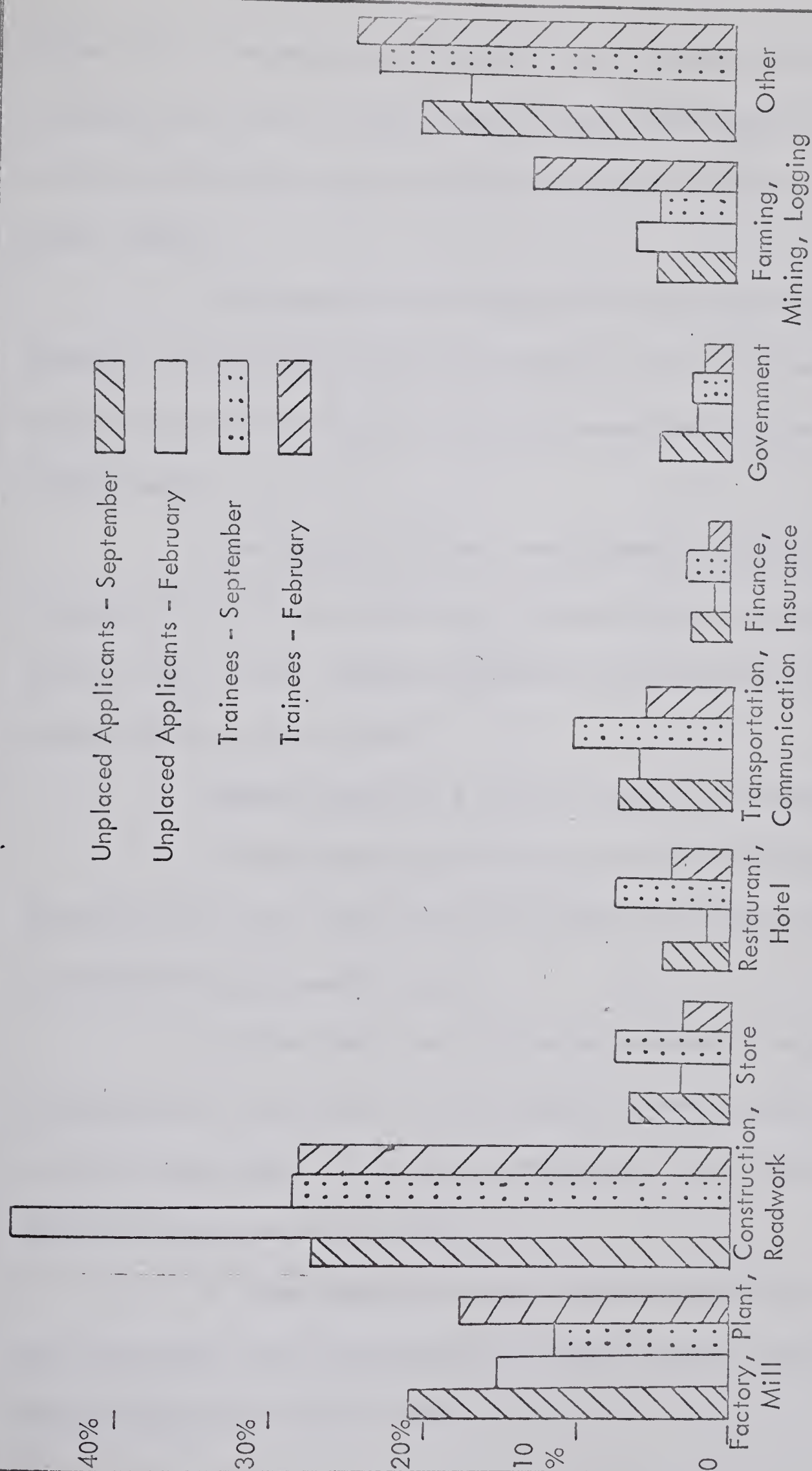


Figure 5.10. Percentage Distribution by Industrial Attachment of Male Unplaced Applicants and Trainees - Alberta. Each bar represents the percentage of that industry to a total of 100% of the individual type, i.e. 20.9% of September Unplaced Applicants were employed in a factory, plant or mill.

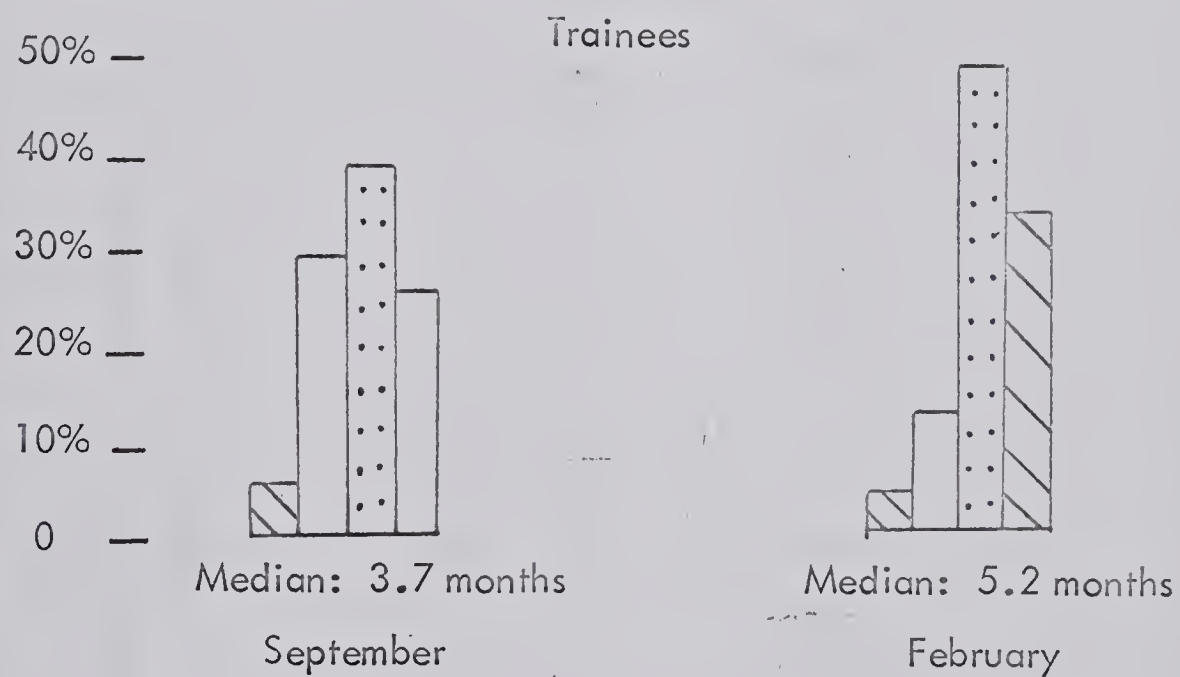
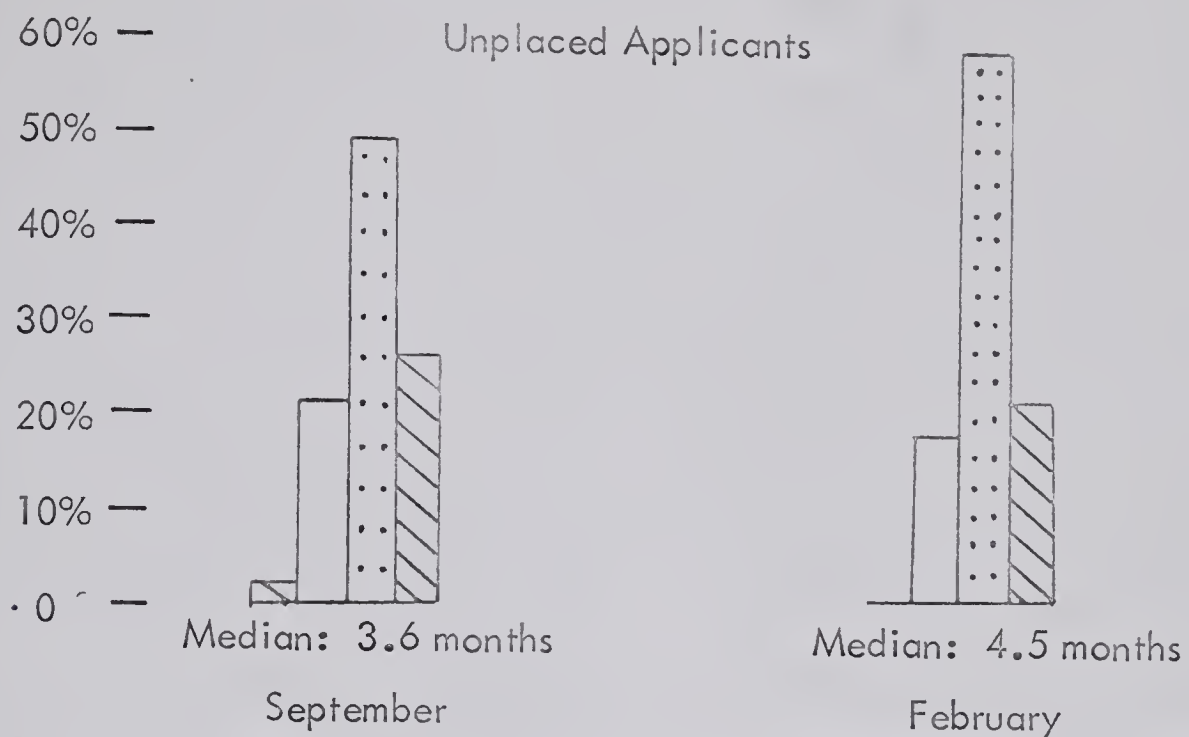
(Figure 5.11), it became apparent that more of the September group were unemployed 'more than six months', and more were unemployed 'less than one month' than the February group, who had most members in the 'one to six month' category.

The trainees that were selected did not parallel the unplaced applicants. The September trainees were skewed to the left (had less unemployment) while the February trainees were skewed toward the right (had more unemployment).

When September trainees were compared to unplaced applicants it appeared that more were selected with less unemployment at the expense of the 'one to six month' category; in February, more were selected who were unemployed 'more than six months'.

Based on 'months since last job', Figure 5.12 illustrates that:

- 1) Those unemployed in February were definitely seasonal workers but there were a number who were in difficult straits having been unemployed during the summer as well.
- 2) Those unemployed in September consisted of two segments, those jobless for a short period, in either August or September, and those who were more disadvantaged, having been unemployed all summer and with many the previous spring and winter as well.
- 3) Those chosen for training in September represented men who were unable to secure employment for a number of months, particularly those unemployed for a year or more.



Looking for first job



Less than 1 month



1 - 6 months



6 - 12 months



Figure 5.11. Percentage Distribution by Amount of Unemployment in Previous Year of Male Unplaced Applicants and Trainees - Alberta.

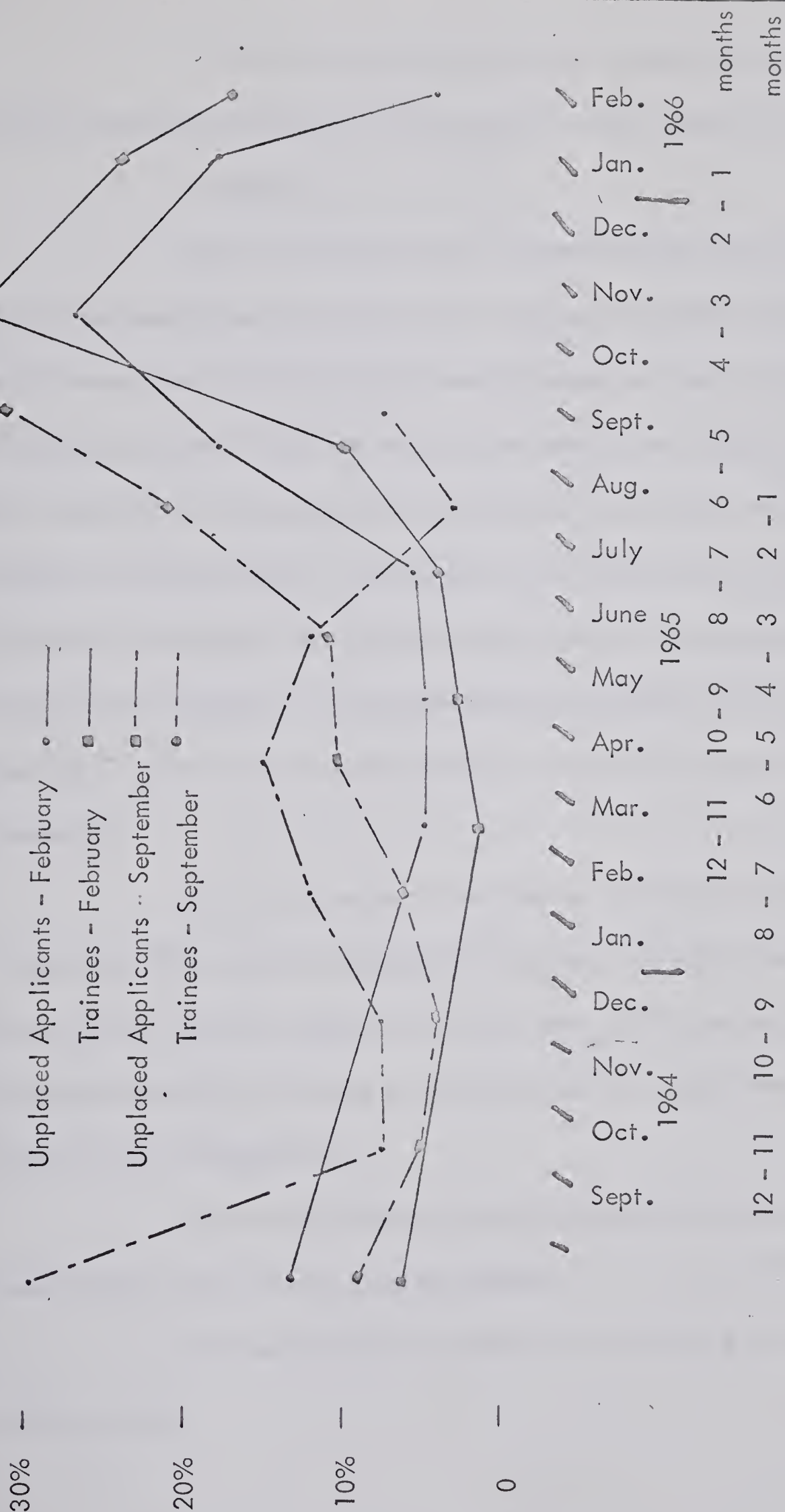


Figure 5.12. Percentage Distribution by Months Since Last Job of Male Unplaced Applicants and Trainees - Alberta.

4) While a large share of February trainees represented the more chronically unemployed, a major proportion were seasonal workers.

i) Mobility

The place of birth for the unplaced applicant population and the trainee population were quite similar. Between two-thirds and three-fourths were born in Canada and of those who were not, most came from European countries; a small percentage came from United Kingdom countries. The Canadian born were generally from the prairie provinces, primarily Alberta and Saskatchewan. The migration into the province that has occurred, other than from the prairies, has been from Ontario. These people, however, were not new immigrants. Three years ago ninety percent of them were residing in Alberta and over sixty percent of them were living in their present community.

About fifty percent of the trainees would be willing to move if they were able to secure employment elsewhere. Only forty percent of the unplaced applicants would be willing to move. While none of the variables that were related to willingness to move were obviously significant, a few general tendencies appeared.

1) Those who had most recently moved to a community were more willing to move than long time residents.

2) Those who had less difficulty in securing a job were more willing to move.

3) Those who were raised in the city were slightly more willing to move than those raised in rural areas.

j) Summary of Alberta Males

The men who applied and were selected for training under Program 5 were younger than the unplaced applicant population; more were single, more were raised in the city and presently reside in the city. There was little difference in income between the groups, although trainees did earn slightly less than unplaced applicants; and fewer of them were receiving unemployment insurance benefits. A disproportionate number had grade 8 or grade 10 education. The largest occupational designations of both groups were craft occupations and labourers, although trainees were under represented in these occupations. The construction industry was the main contributor to unemployment but it did not have its proportionate share of trainees.

Comparison of Female Unplaced Applicants to Female Trainees

The comparisons between female unplaced applicants and trainees presented in this section will parallel those discussed for the men.

a) Age

Figure 5.13 clearly illustrates trainees were definitely younger than unplaced applicants. The selection of young trainees was even more prevalent among the women than among the men.

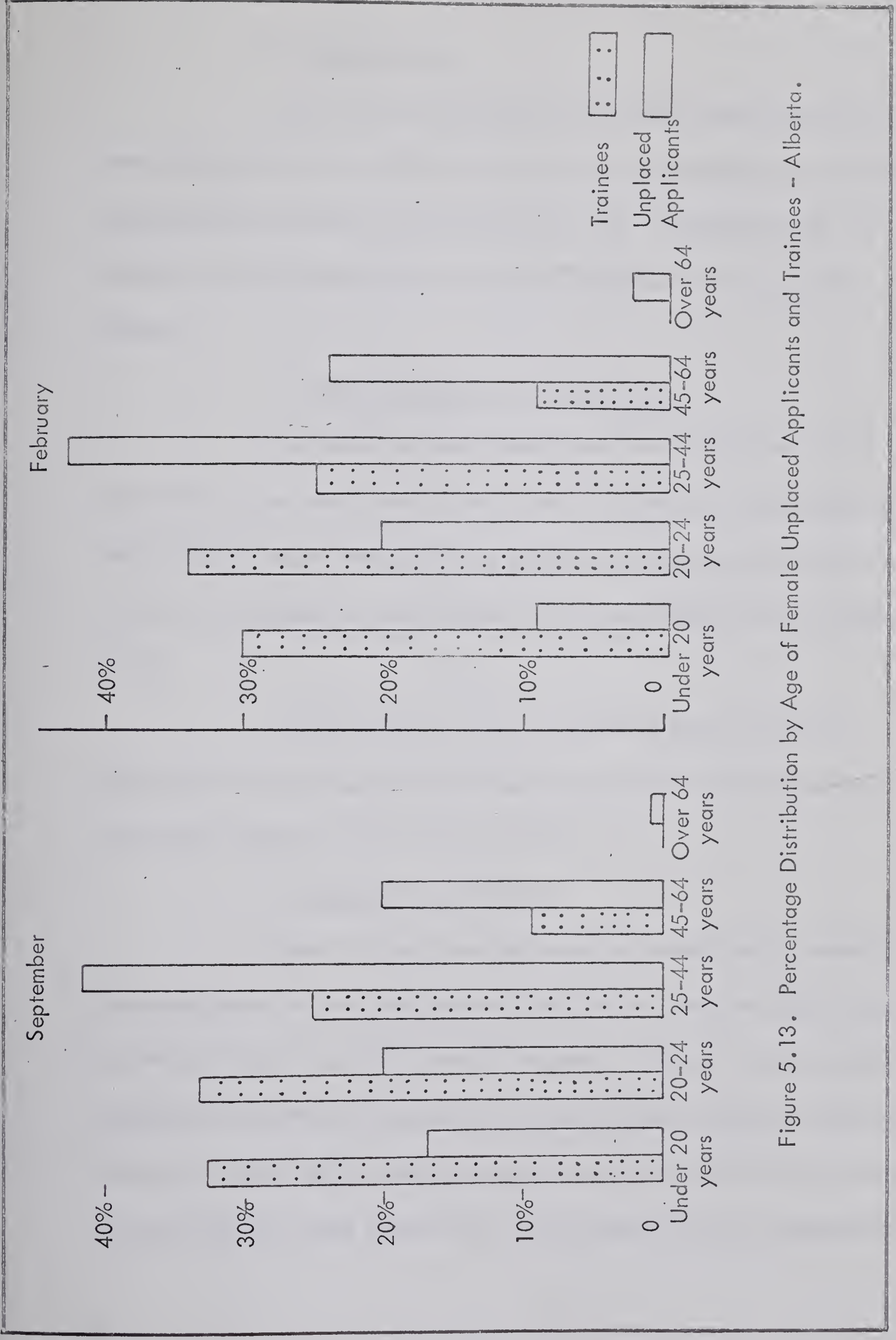


Figure 5.13. Percentage Distribution by Age of Female Unplaced Applicants and Trainees - Alberta.

b) Marital Status

While a large percentage of the female unemployed labour force were married (over 60%), the trainees who were selected were primarily single (60%) or divorced (over 25%) (Figure 5.14). This same pattern was evidenced in the Canadian data but not to the degree that it occurred in Alberta.

c) Place of Residence, Past and Present

The female trainees differed from the male trainees in that more male trainees were raised in the cities. The female trainees appear to have a slightly better chance of being selected for training if they were raised on the farm and about an equal chance if they were raised in the city (Figure 5.15).

These girls then must have migrated to the city prior to applying for training for practically all (97% September and 93% February) the trainees resided in the city (Figure 5.16).

d) Financial Characteristics

Figure 5.17 indicates that based on 'weekly family income' trainees appeared to have been selected from the low (less than \$60 per week) and the high (more than \$100 a week) categories. The low category probably represents the single girl living alone; the high category represents combined incomes of several family members because most of the women when they work only earn \$50.00 a week (Figure 5.18). The trainees that were selected did

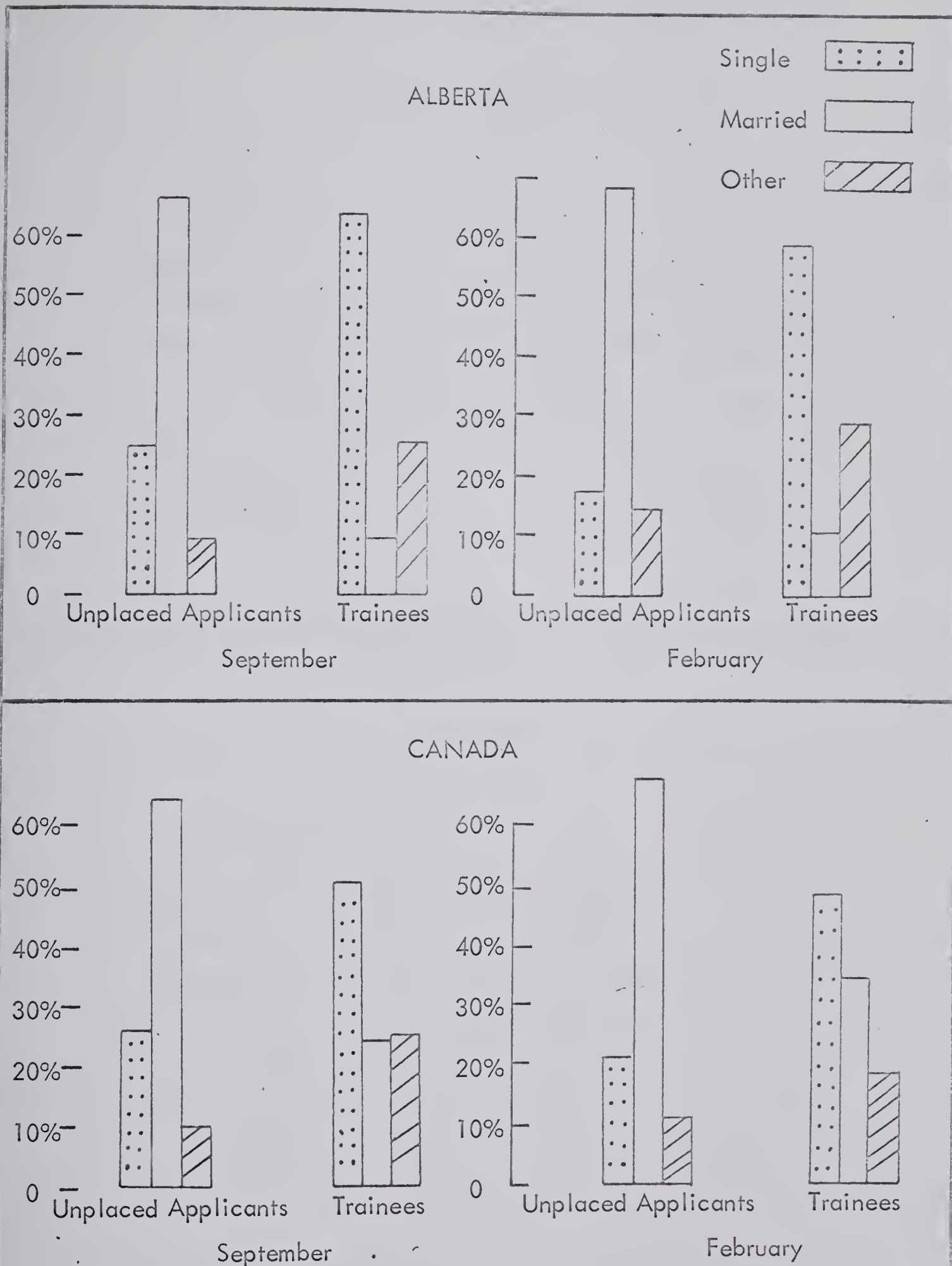
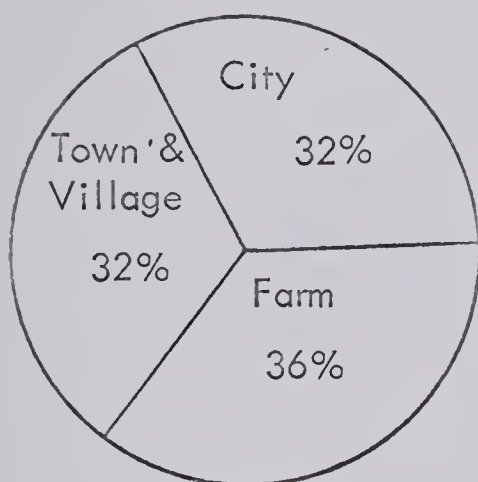
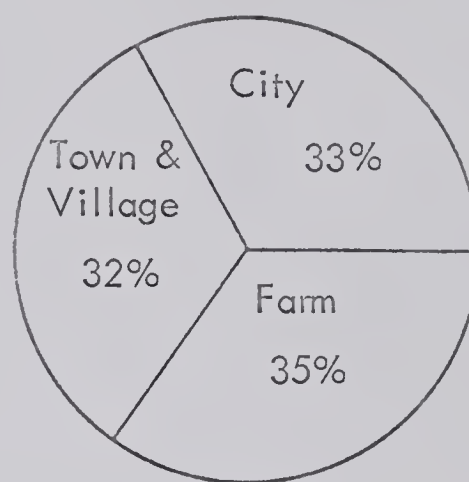


Figure 5.14. Percentage Distribution by Marital Status of Female Unplaced Applicants and Trainees - Alberta and Canada.

Unplaced Applicants

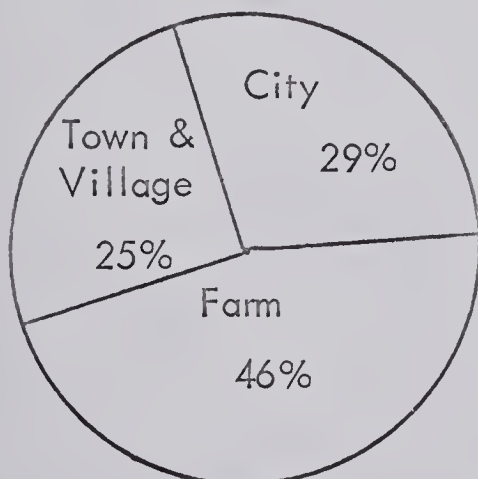


September

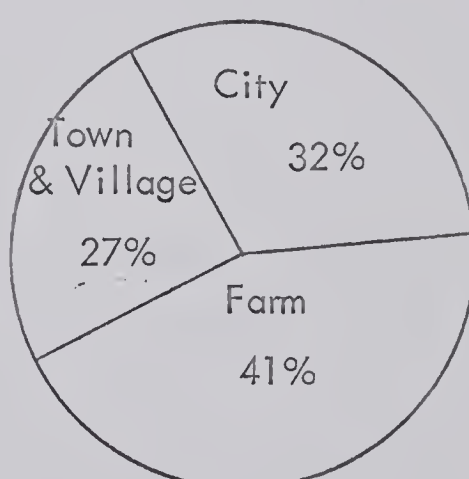


February

Trainees



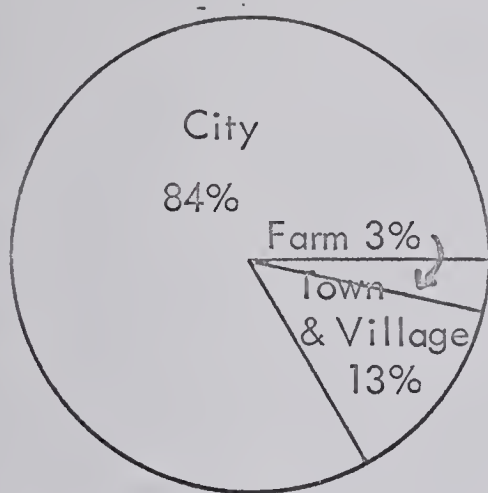
September



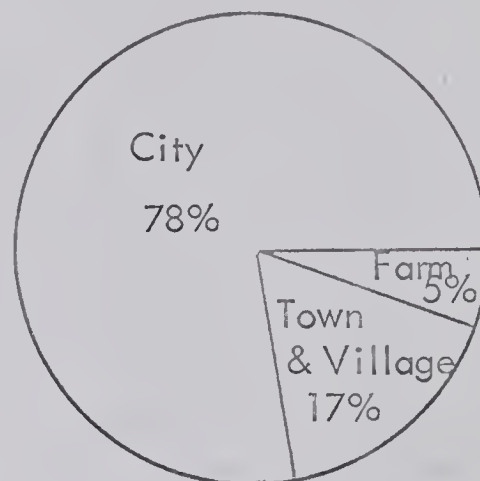
February

Figure 5.15. Percentage Distribution by Where Female Unplaced Applicants and Trainees were Raised - Alberta.

Unplaced Applicants

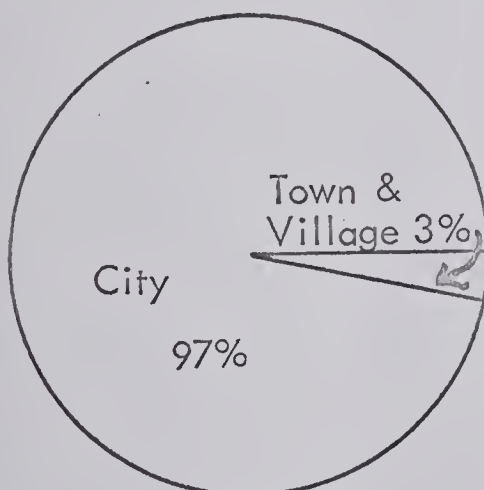


September

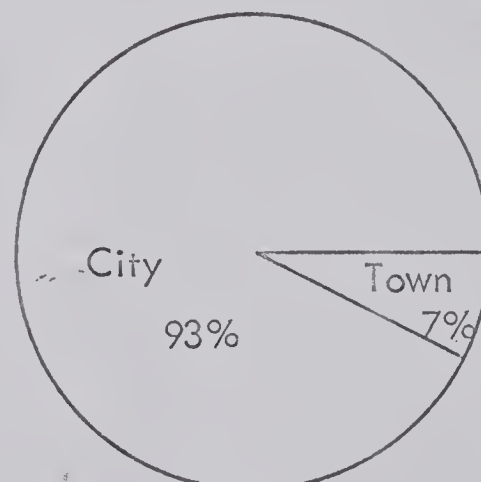


February

Trainees



September



February

Figure 5.16. Percentage Distribution by Where Female Unplaced Applicants and Trainees Presently Reside - Alberta.

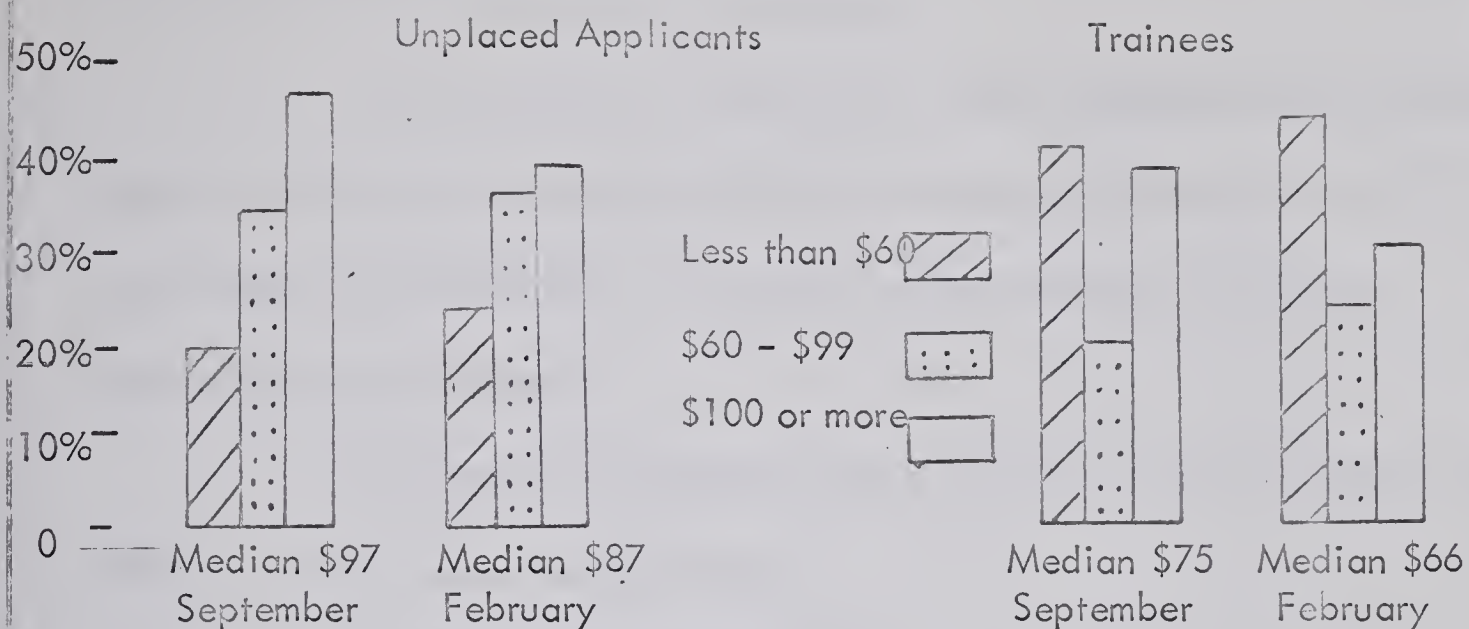


Figure 5.17. Percentage Distribution by Weekly Family Income for Female Unplaced Applicants and Trainees - Alberta.

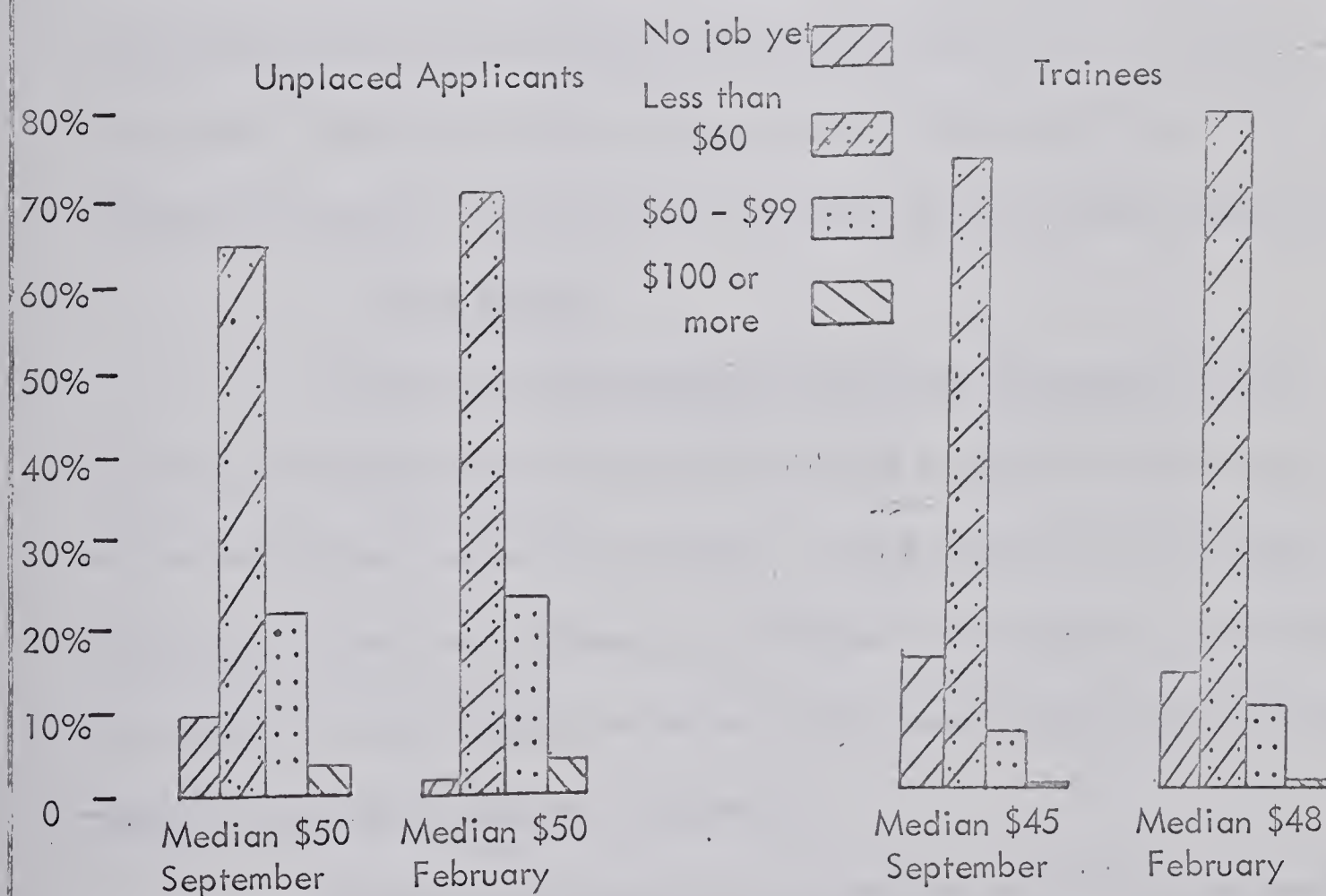


Figure 5.18. Percentage Distribution by Weekly Pay from Last Job for Female Unplaced Applicants and Trainees - Alberta.

earn slightly less than the unplaced applicants.

For the most part women did not receive unemployment insurance. About one-third of the unplaced applicants and less than twenty percent of the trainees received benefits. The primary reason was that they had not made enough contributions.

Trainees had less debts (47%) than did the unplaced applicants (54%) but neither group was debt prone.

e) Educational Characteristics

The unemployed women in Alberta were very well educated for very few had less than a grade 8 education (Figure 5.19). The trainees were representative of the unplaced applicant population from which they were drawn. There was a slight tendency for the trainees to be drawn from the grade 9 to grade 11 range and a few less from the lower grades or grade 12.

f) Work History

Figure 5.20, Percentage Distribution by Occupation, shows that most of the unemployed women were employed in clerical occupations, service occupations, and sales occupations. Trainees came from the clerical occupations, particularly in February, and the service occupations, particularly in September. Approximately ten percent of the women taking training courses had the occupational designation 'housewife'.

The industrial attachment was consistent with the occupational designations for production process workers and labourers worked in factories

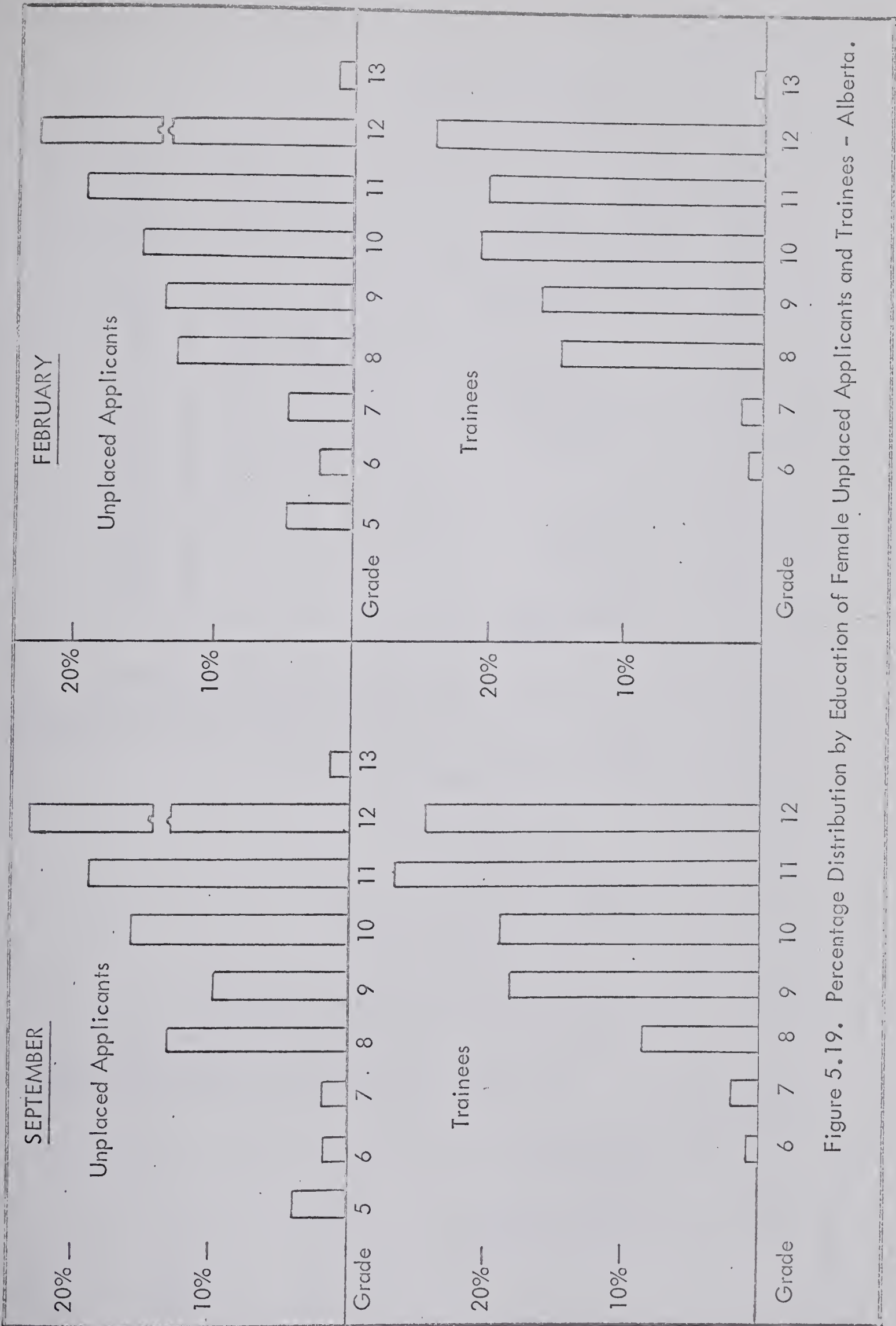


Figure 5.19. Percentage Distribution by Education of Female Unplaced Applicants and Trainees - Alberta.

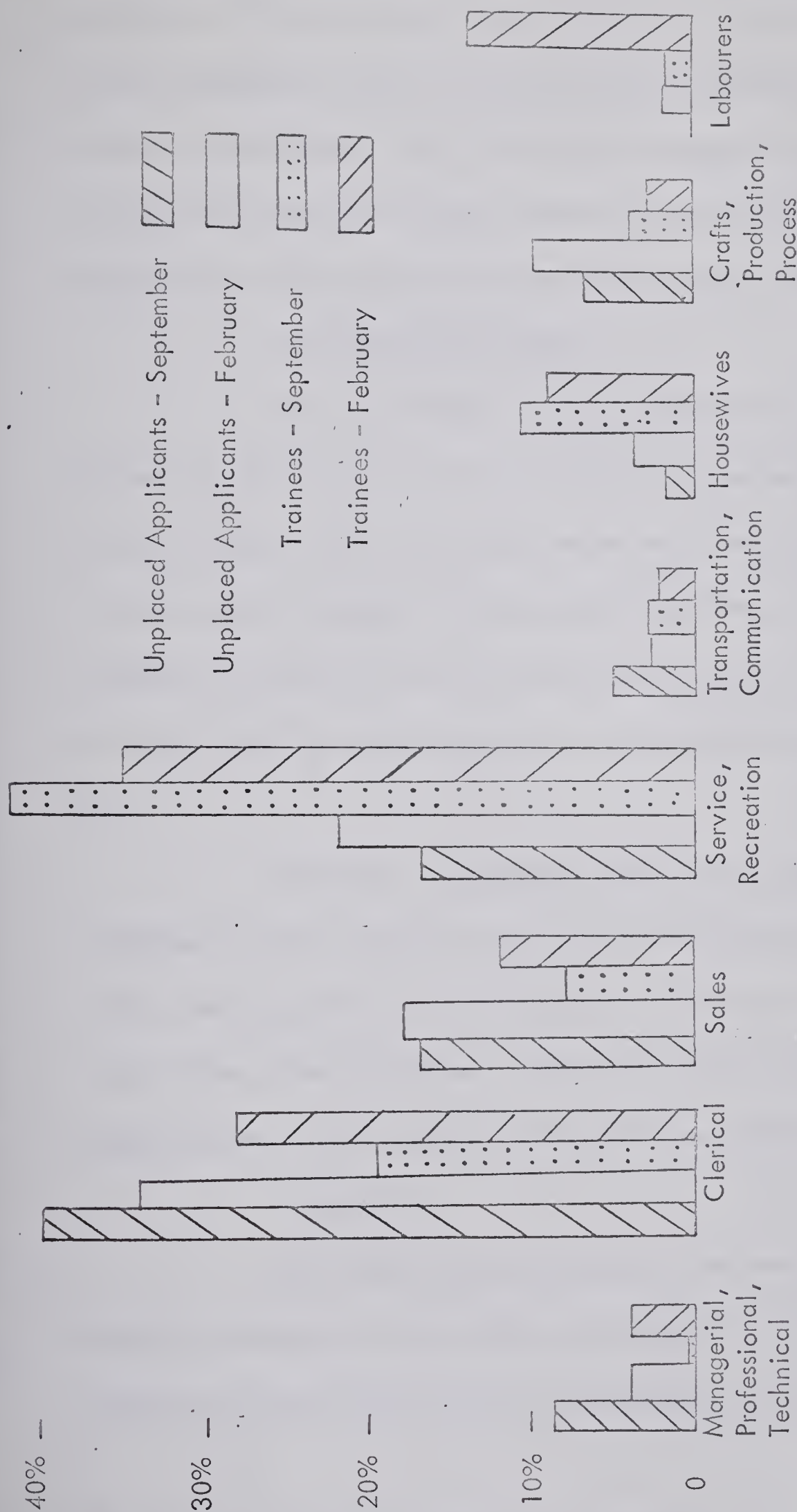


Figure 5.20. Percentage Distribution by Occupation of Female Unplaced Applicants and Trainees - Alberta. Each bar represents the percentage of that occupation to a total of 100% type of individual, i.e. 40% of September Unplaced Applicants were clerical.

and plants, clerical personnel worked in finance, insurance and government, service occupations worked in restaurants and government and sales personnel worked in stores (Figure 5.21). The high percentage of trainees in government and hospitals paralleled the large number of service workers in training. A large segment of the unplaced applicants had no industrial attachment.

g) Unemployment History

Most of the female unplaced applicants were unemployed between one and six months with about twenty-five percent unemployed longer than that (Figure 5.22). The female trainees were composed of fewer in the 'one to six month' category than the unplaced applicants, and about the same numbers in the 'less than one month' and 'more than seven months' categories. Between sixteen and eighteen percent of the trainees were seeking their first job.

Figure 5.23, Percentage Distribution by Months Since Last Job,

illustrates that there were few seasonal differences experienced by females. In fact, the figure shows that the September and February trends were almost exactly alike. The selection of trainees parallels the unplaced applicant population with a slight emphasis on those who were jobless for longer periods.

h) Mobility

While most of the unemployed women were born in Canada there was a tendency for more of those of foreign birth to be in the unplaced applicant population (25%) than the trainees (10%). Most of the trainees

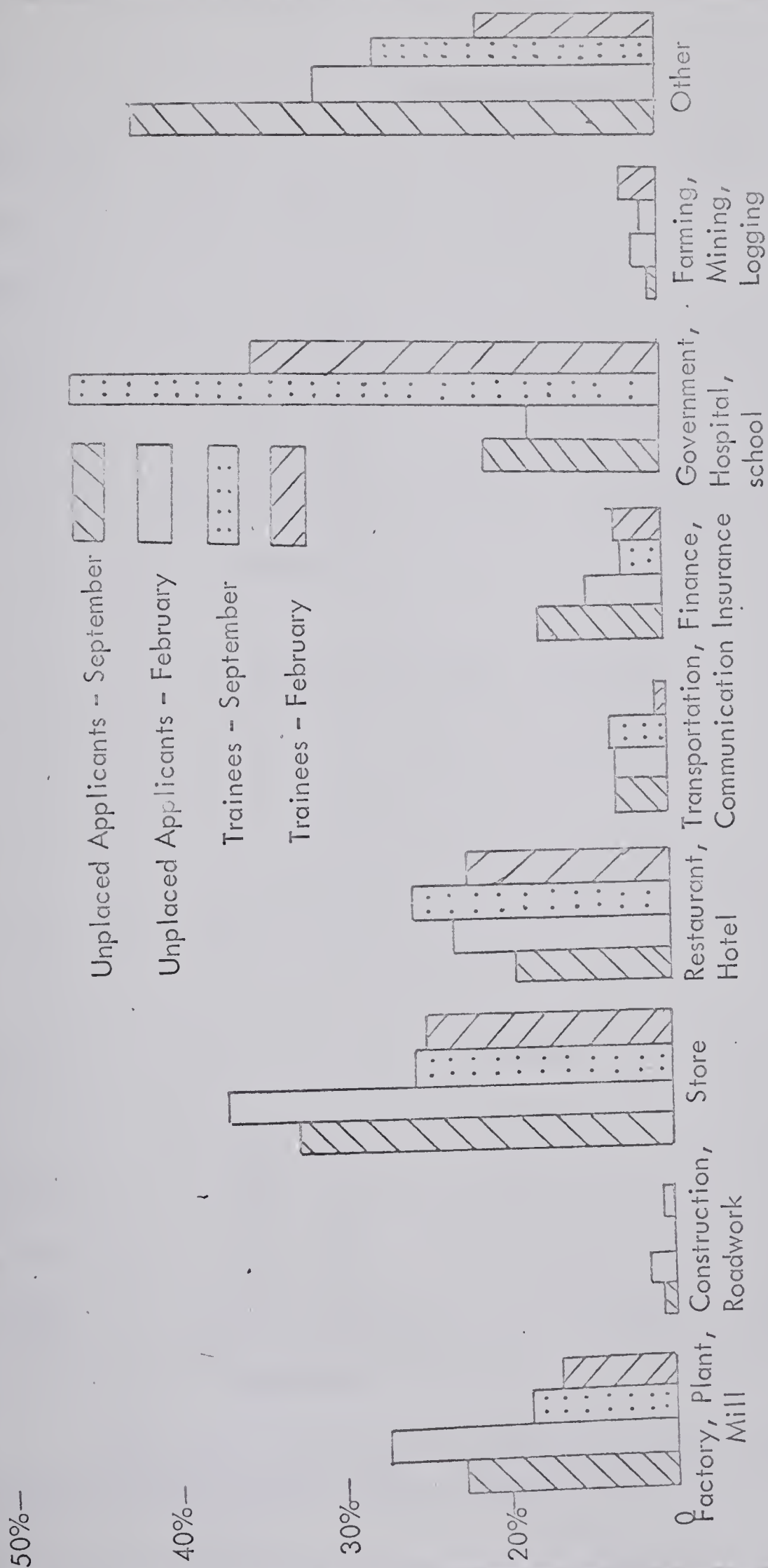


Figure 5.21. Percentage Distribution by Industrial Attachment of Female Unplaced Applicants and Trainees - Alberta.

Unplaced Applicants



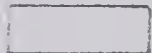
Looking for first job



Less than 1 month



1 - 6 months



7 - 12 months



Trainees

Figure 5.22. Percentage Distribution by Amount of Unemployment in Previous Year of Female Unplaced Applicants and Trainees - Alberta.

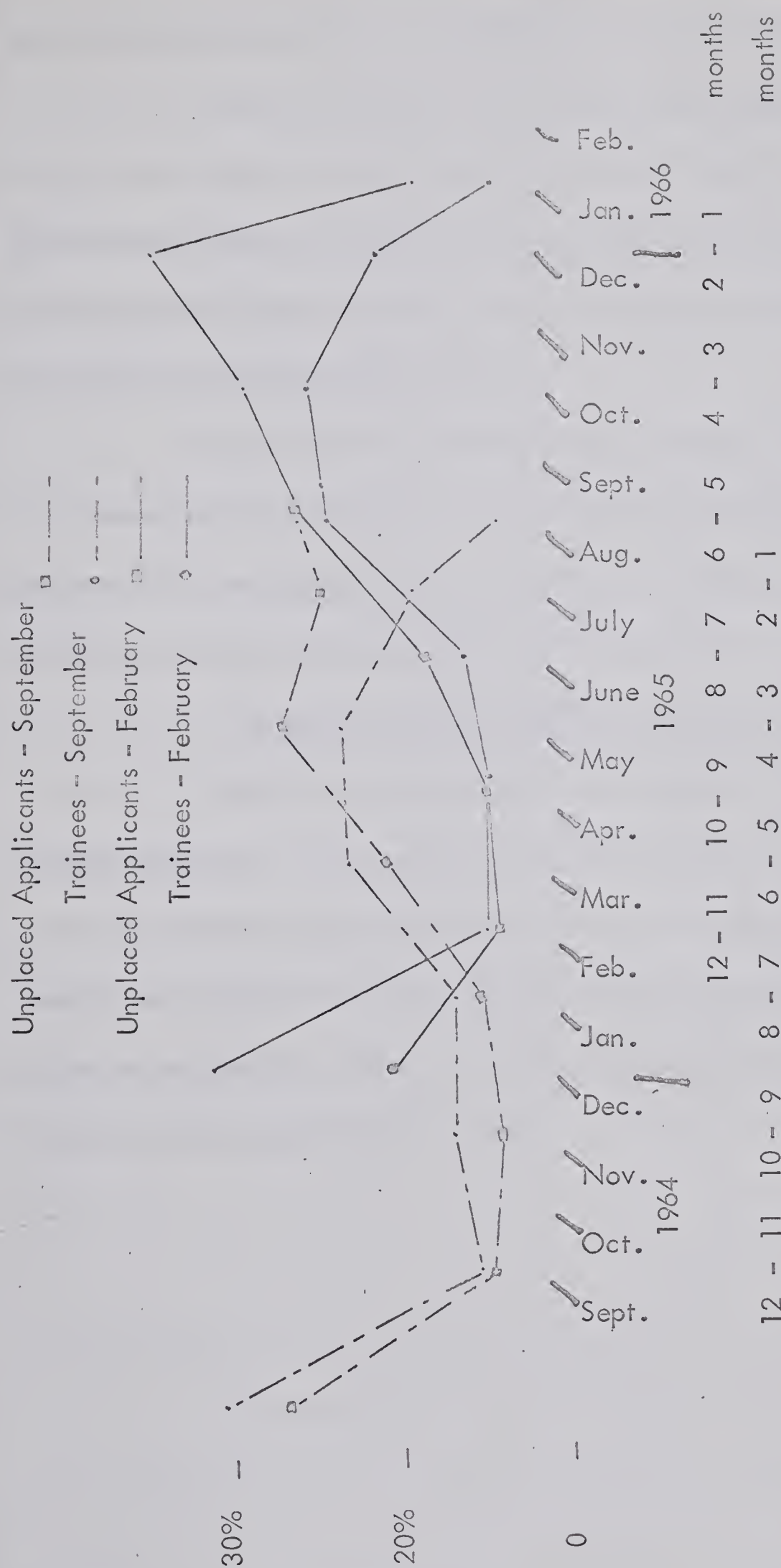


Figure 5.23. Percentage Distribution by Months Since Last Job of Female Unplaced Applicants and Trainees - Alberta.

and unplaced applicants were born in Alberta or the prairie provinces.

Almost two-thirds of the female unplaced applicants were living in their present community three years ago; whereas, sixty percent of the trainees were not living in their present community three years ago. The most probable reason for this is, trainees were younger and have recently moved from non-urban areas to the city.

There was a correlation between the length of time one lived in a community and willingness to move if work were available. Those who had recently moved were willing to do so again. Therefore, more trainees would be willing to move than would unplaced applicants.

i) Summary of Female Unplaced Applicants and Trainees

The female trainees were characterized by being younger than unplaced applicants. They were mostly single or divorced. They were raised on the farm but had recently migrated to the city. A large percentage were seeking their first job. They were very well educated and worked in clerical or service occupations. If they had lived in their present community over three years they were reluctant to move.

CHAPTER VI

EVALUATION OF PROGRAM 5 IN ALBERTA - SOME CONCLUSIONS

The unemployment situation has changed considerably since 1961 when the Technical and Vocational Training Act was passed. At that time, the unemployment rate in Canada was between six and seven percent. In September, 1965, and February, 1966, when the data for this study was collected, it was between three and four percent. Even though the unemployment situation has changed, there still remains a need for continual action to help maintain and achieve the full employment goals of Canada and to achieve one of the anticipated contributions of this legislation: upgrade the nation's manpower resources. This legislation was designed to train the supply of unskilled labour that was no longer required, into technicians and skilled workers that were needed to provide the increases in productivity desired by the economy.

Mindful of the intent and purposes of the legislation, this chapter will assess the effectiveness of Program 5, training of the unemployed in Alberta. After five years of operation the program should be well established and efficient. Its administration, however, should not be an established institution in itself, but should operate to meet the needs of a changing unemployed population and the changing requirements of industry.

The evaluation will be in terms of the stated objectives of this study which were: to obtain a detailed profile of the unemployed; to determine

the actual policy and criteria for selection of Alberta unemployed for Program 5 training; to determine the unemployed who are not or cannot participate in Program 5; to determine the difference between the unemployed in September and those unemployed in February; and to study the operation presently conducted under Program 5, with a view to strengthening its operation and efficiency.

Objective 1

The first objective of this study was to obtain a detailed profile of the unemployed. A questionnaire administered to unemployed members of the labour force was the method used to obtain data on these people. This is the first major effort in Alberta which assesses the characteristics of the unemployed. Hopefully this data will be helpful in pinpointing problem areas so that greater articulation between training and the unemployed will be facilitated.

Objective 2

The second objective was to determine the actual policy and criteria for selection of Alberta unemployed for Program 5 training. The conclusions reached were:

1) There was no formal selection policy other than the requirements that were set up in the legislation and the few formalized criteria which were established by the Alberta Department of Education.

It is questionable whether the few established policies were in fact, followed. This could happen because the policies that were established

in the legislation were so vague as to be completely non-restrictive. For example, one of the criteria was that the individual must be seeking work, i.e. must be registered with the National Employment Service. It is obvious that not all persons who are registered with N.E.S. are seeking work. For some people to receive welfare payments they must be registered with N.E.S.; to receive unemployment insurance benefits they must be registered with N.E.S. These people may not want to work. Other individuals have worked for high wages or have had excellent working conditions. They have set a standard of employment below which is not acceptable. Their conditions of employment are so stringent that it may be virtually impossible to find a suitable position for these people. A minimum amount of money is the common condition demanded by men; with women money is certainly one condition but of equal if not greater importance are working conditions and the nature of the work to be performed. Jobs are available and many applicants have the necessary qualifications to fill them but they often cannot be filled because they are unacceptable to the applicant. Do these people need additional training, do they need to be upgraded or retrained? These people should be excluded from being selected for training or at least be on the bottom of an established priority list.

For an unplaced applicant to be selected for training the counsellor must be of the opinion that the additional training is necessary if the individual is to participate in the labour force. This policy, particularly in the winter, was most frequently abused. One just has to look at Figure

5.12 which shows 'months since last job' for trainees and unplaced applicants to realize this. It is certainly questionable that seasonal workers who have been unemployed for only a short time require additional training. If they were recently laid off, they will be the first to be hired back. Many of them worked for excellent wages and as a result also accumulate unemployment insurance benefits. Training may only be something for them to do in the winter. Why were they selected?

Another questionable category are the women who have completed grade 11 or 12 and have taken a commercial course in high school. The reason they cannot secure a job is that their speed in typing is probably too slow. They were trained to type. They know how to type. If they sat at home and practiced they could improve their speed without having to be paid to go to school; thereby, robbing someone who needs the training provided by the opportunity.

The selection of women who are trained only for traditional female occupations was unrealistic in light of shortages existing in areas where women had the basic qualifications (grade 11 or 12) and the men did not. If women are to be trained they should be channeled into such areas as drafting where they would be more productive to society.

Only ten percent of the women selected were married. This was because married women had to be the provider for the family. Some of these women were not providers of the family for their husbands were working

full-time. Why were they chosen? It may have been by intent or it may have just been an oversight.

None of the trainees that were selected in the above examples are bad in themselves. They may have wanted the additional training and benefitted from it. What is questionable is why these people were chosen when perhaps others were more deserving of the opportunity. These people should be included but the priority given to them should not be as great as for others.

2) Since there was no formalized selection process it is somewhat difficult to explain how the trainees were selected and what the actual criteria was. There are two possible explanations:

a) The promotional methods used were such that they either attracted a certain type of individual or were such that they were ineffective in reaching the entire audience or the desired segment of that audience. In either case, more of one type of individual applied for training. The counsellors, not knowing the characteristics of the total population, assumed these applicants to be representative of the unemployed and were therefore selected. This situation is further complicated by the imperfect knowledge that a counsellor has regarding the types of individuals that were selected by other counsellors. The Department of Education then is the proper agency to perform the control function, for they review all applicants prior to acceptance. They along with the N.E.S. counsellors must accept the responsibility for evaluating the effectiveness of the promotional activities.

b) The counsellors and program administrators select individuals based on their own opinions and values since they have no guidelines or information. These values are then formalized such that individuals who appear motivated, are young, are single, and are relatively well-educated are selected. In view of their imperfect knowledge of the unemployed population, imperfect knowledge of trainees already selected and imperfect knowledge of industry demands, this is not a bad approach, but it may not be the best approach.

Objective 3

The third objective was to determine the unemployed who are not or cannot participate in Program 5. Due to the above reasons certain segments of the unplaced applicant population have been neglected in favor of others. Some of the major areas of neglect were:

1) Men have been neglected in favor of training women.

Many explanations have been given throughout this report on why more women were selected than were men and on why training appealed more to women than to men. No one in this day and age can say that it is not desirable to train women. The problem is that if only 'x' dollars are available they should be optimized for the good of all society. Men still have the traditional role in our society of being the breadwinner of the family. In addition to this, the occupations and the activities pursued by men in this population are more 'productive' than those engaged in by women. Men are more generally employed in the primary industries, such as construction, mining and manufacturing whereas women seek employment in government, finance and service occupations.

2) Older men, particularly, have been neglected in favor of younger ones. Industry and government assume that a man must devote his life to a firm or he is not worthy of hire. Yet men, particularly in the occupational designations discussed here, require little training and are of immediate value to that firm. If any training or expenses are involved they are not high and the rate of return on the investment is good. Many of the unplaced applicants are worthy of hire. If they are thirty-five or forty-five or fifty-five they can be employed for ten, twenty or thirty years. Surely, these men are worth the investment of some additional training; and it is certainly cheaper to allow them to be productive than it is to support them and their families for thirty, forty or fifty years. They are a good investment for everyone, but some may have to be convinced of their real value.

3) Also neglected were the lesser skilled men who were craftsmen or labourers and were dependent upon the construction industry. These are the men who were laid off first and worked the least even in the summer. Many may be older. These individuals may not always have the necessary educational requirements but they do or should have a wealth of experience. What they need is not grade 10 mathematics but rather pre-apprenticeship training that will teach them the tricks of the trade and will allow them to be of more assistance to the apprentices and maybe even become an apprentice some day. With the shortages of apprentices that exists in many trades there is a need for good assistants that are assets, not liabilities, to all concerned.

4) There was a lack of men whose residence was outside the cities. No research has been done regarding the work habits of individuals in rural Alberta. Many of these individuals if asked would not say they were unemployed nor underemployed but by all standards they are. The trainees that were selected lived in the city. Few rural people register with N.E.S. and fewer still have ever heard of Program 5. The rural populations need education as much, if not more than city people. They need it if they are going to increase farm productivity and they need it if they are to be motivated to migrate to the cities and to be successful in the cities.

5) Individuals with lesser education were neglected in favor of those with more education. If a man has a grade 10, 11 or 12 education, he can immediately be trained for many skills or can within a short period of time complete the necessary requirements. Hopefully, less of these men will go into the barbering profession in the future and more will enter primary occupations. The man with less than grade 8 has a difficult task ahead of him for he will be enrolled in basic academic courses in which he can see no value. If he had thought they were useful then he would not have quit school in the first place. What this man needs is a combined course of practical and academic education where he can see immediately the fruits of his labour and can be motivated to continue his education. These men can be productive but their needs require new methods of education, or maybe old methods of education which were discarded as being theoretically obsolete.

Objective 4

The fourth objective was to determine the difference between the unemployed in September and those unemployed in February. The detail of the similarities and differences was given in Chapter 3, however, this will provide a summary of the information.

Due to the severe weather conditions and the dependence of the province on the construction industry, it is reasonable to expect seasonal differences in the unemployed populations. These differences did occur and were in line with expectations. The largest affiliation was with the construction industry and its allied occupations. Many of those unemployed in February probably worked up north on the major construction projects in the summer and returned to the city when winter set in. The reason for this conclusion is that many were earning more than \$100.00 per week, more were single, less were older, more had unemployment insurance benefits, and more resided in the city than did their September counterparts.

The women showed less seasonal difference than did the men. While their ranks were not homogeneous, the degree of difference was not great. The women in the September group were slightly younger than the February group and more of the September group were single. This is because it is not as easy for young girls to secure summer employment as it is for boys and as a result they are not absorbed as quickly into the labour market after school is out in June. Some of these girls have received their grade 12, many have not. These girls should not even be considered for training under

Program 5. They should be sent back to the regular school system until they complete their education. The high schools with their commercial program are one of the few places a girl can obtain a marketable skill before leaving high school. She can then have a skill which will allow her to earn money while continuing her education. If she is still not qualified she should arrange a loan, just as many college students do, which will allow her to continue her education in her chosen field. Additional training should not be financed under Program 5.

Objective 5

The fifth objective was to study the operation presently conducted under Program 5, with a view to strengthening its operation and efficiency. Unfortunately this study did not include an evaluation of the training effort so the only assessment that can be made is in terms of the selection mechanism and the selection process is an integral part of values of the program administrators. The administrators have been quite fortunate that their random, hapless approach to this program was as successful as it was. Without a detailed analysis of the data several factors were evident.

1) This training program as it was administered in Alberta had no specific objectives. Its only stated purpose was so vague and general that any program would be a success or no program would be a failure because the unemployed were being trained.

2) Little knowledge of the unemployed population and no knowledge of industry's needs coupled with no objectives means that it would

be virtually impossible to have a meaningful selection policy.

3) With no objectives, and no policy it is likewise impossible to have criteria for evaluation. Therefore, it is impossible to realistically evaluate the program and methods used.

4) The individual unplaced applicant was allowed to choose his vocation and training course. For women this is not a problem for their alternatives are numerous. The man may not be well informed as to the long and short run advantages and disadvantages of the alternatives so may not be in the best position to make a choice compatible with his interests and aptitude.

5) Most of the individuals who are chosen are motivated or give the appearance of possessing motivation and initiative to the counsellors. There have been no efforts made to increase the interest and motivation of those who do not possess an acceptable amount.

6) Men raised in smaller rural centers may not have the education or ability to assimilate into urban life and therefore become unemployed and bewildered by their situation.

7) Men, for the most part, were enrolled in shorter courses and the women were enrolled in the longer more expensive courses.

8) Few men are developing a skill and those that are, are not learning skills that are the most productive to society.

9) It is of value to upgrade the basic academic qualifications if the results are measurable and meaningful to the individual. This is particularly true when most of the individuals expressed a preference for a combined general

and practical education.

Recommendations

1. Program Objectives

It would appear that Program 5 in Alberta is operated without clearly defined operating objectives. Considering the magnitude of the expenditures involved and the support given to the program by Alberta, it is imperative that the program be given better direction through the establishment of such objectives. In the absence of these operating objectives it is impossible to measure the effectiveness of the training activities.

2. Selection Criteria

As noted earlier, and in the absence of program objectives, the selection criteria presently being used do not insure that the types of persons in the program are those which the legislation was designed to assist. In order to correct this, more attention must be given to:

a) the improvement in our knowledge of present and future labor demand to insure that applicants are directed to training activities that will insure their future and continued employment;

b) the investigation of unemployment in the province in order to identify those unemployed because of a lack of education and training.

3. Coordination

It appears that the courses presently being offered are not based upon the education and skill requirements demanded by industry. It is recommended that a vehicle be established which will insure that industry's requirements will be recognized in the establishment of courses and programs of study.

In many instances recruiting and employment requirements may be higher than the job actually demands. It is recommended that industry be informed of their responsibility to correctly match the man and the job and to not raise the standards artificially.

It is expected that more knowledge of industry's demands will lead to the establishment of more productive courses such as drafting, radio-television technology, bookkeeping, salesmanship and laboratory technology.

4. Promotional Activities

The evidence seems to suggest that Program 5 is not being used by persons who would benefit most by it. To some extent this is because of a weakness in selection criteria. However, it is also because these people have not been informed of Program 5 and how it relates to them and the opportunities it offers them.

Some method of communication with these people must be established and it must be done in such a way as to motivate them to come forth and participate in the program. In order to effectively communicate, knowledge of industry's job opportunities must be vastly increased.

5. Participant Motivation

Evidence advanced in other studies and supported by evidence uncovered in this study stress the importance of adequate participant motivation.

This is a factor in two areas:

- a) getting people to participate in the program;
- b) having people stay with the program until its completion.

Selection criteria presently call for a fair degree of motivation in order to be selected. Since the unemployed non-participants lack motivation, as evidenced by low education and skill levels, it is therefore necessary to devise means of increasing the motivation of non-participants if the program is to reach the more disadvantaged.

It is also imperative that courses offered are set up and instructed to call forth this motivation. To illustrate, pure academic courses will not sustain motivation; however, a course offering a combination of the academic and the practical may.

6. Grade Levels

From the cost data presented, it appears that it is cheaper to educate young people in the regular school system than it is through programs of this kind. It therefore seems logical for the regular school system to alter its approach to more fully meet the needs of those individuals not interested in a pure academic program. With a full educational program available, legislation to require all young people to obtain a grade 12 with a diploma from either an academic or vocational pattern would be in order.

7. Labor Market

It appears that the unemployed individual knows little of the labor market and is unable to sell his services to a prospective employer. It is therefore recommended that courses which include sources of employment opportunities, advantages and disadvantages of various careers, how to fill out employment forms, how to interview, etc., be established for all individuals in high schools, vocational schools, technical institutes, unions, and by the National Employment Service. A program of this kind is particularly critical in the rural areas of the province.

While many of the recommendations appear to say that Program 5 has been ineptly administered, this is not necessarily the case. The basic problems are that:

1) Our knowledge of conditions and of the environment is limited; as a result there is a need for more and continuing research in the many facets that have been discussed. If this is not done, nothing will have been accomplished by this report. Program 10 of the Vocational and Technical Training Act provides federal money for research in the manpower area. Let us start to use some of it in Alberta.

2) Government officials and educators have never been forced to develop good management practices because they do not have to show a profit. They should, however, be required to optimize their available resources and to accomplish the most for their money. This means that objectives have to be set, plans formulated, priorities established, measurements devised, and

APPENDIX

and to the fact that the system is not yet fully developed.

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results evaluated. Responsibility has to be assumed for these activities for it is only chance that success will be achieved without them.

These are the real causes of any problems that exist in Program 5 and probably many other similar programs. Once the causes have been isolated they can be rectified. A problem cannot be solved unless responsible people know it is a problem. Hopefully this report has been of assistance in opening the door to a better future.

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APPENDIX III - 1 - M

Chi-square Analysis for September Male Unplaced Applicants
Comparison Between Alberta and Canada

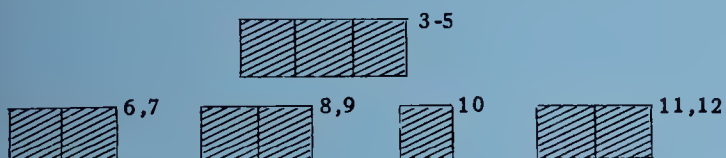
	χ^2	Sign Level ($P < .05$)	Degrees of Freedom
1. Community in which they reside	78.0	6.0	2
2. Date when moved to this community	52.6	11.1	5
3. Age	19.1	15.5	8
4. Type of community where brought up	69.9	7.8	3
5. Age when came to Canada	27.8	7.8	3
6. School grade	160.5	15.5	8
7. Training for unemployed	2.2	6.0	2
8. Reason for not taking such courses	94.6	19.7	11
9. Type of education believed helpful	21.6	9.5	4
10. Industrial attachment	88.4	16.9	9
11. Type of work preferred	.4	7.8	3
12. Physical disability	-	3.8	1
13. Age of difficulty in looking for work	.2	3.8	1
14. Months since last steady job	66.6	15.5	8
15. Amount of unemployment in past year	39.2	16.9	9
16. Seasonality of unemployment	10.3	7.8	3
17. Those usually unemployed at this time of year	1.0	3.8	1
18. Number of changes of employers in past three years	14.9	14.1	7
19. Those drawing unemployment insurance at the time	.9	3.8	1
20. Reason for not drawing unemployment insurance	41.9	14.1	7
21. Willingness to move	40.7	7.8	3
22. Marital status	.4	6.0	2
23. Date of marriage	27.2	18.3	10
24. Spouse working for pay	17.9	7.8	3
25. Number of persons financially dependent	32.5	15.5	8
26. Weekly pay from last job	87.6	14.1	7
27. Family's weekly income	18.6	15.5	8

PLEASE DO NOT WRITE YOUR
NAME ANYWHERE ON THIS FORM

SURVEY OF EMPLOYMENT CONDITIONS, 1965

For Office Use Only

A



ABOUT YOURSELF

Where do you live right now?

(City, town, village or rural municipality)

(Province)

PLEASE ANSWER EACH QUESTION
BELOW BY MARKING THE BOX
BESIDE THE RIGHT ANSWER

When did you move to this community?

Less than 1 year ago

☐ 0-13

1-3 years ago

☐ 1

4-9 years ago

☐ 2

10-20 years ago

☐ 3

More than 20 years ago

☐ 4

I was born in this community

☐ 5

What is your sex? Male

☐ 0-14

Female

☐ 1

How old are you?

Under 15 years

☐ 0-15

15-19 years

☐ 1

20-24 years

☐ 2

25-29 years

☐ 3

30-34 years

☐ 4

35-44 years

☐ 5

45-54 years

☐ 6

55-64 years

☐ 7

65-70 years

☐ 8

Over 70 years

☐ 9

Where were you born?

Canada

☐ 0-16

United States

☐ 1

United Kingdom, Eire

☐ 2

Europe

☐ 3

Other

☐ 4

6. If you were born in Canada, in which province?

Newfoundland

☐ 0-17

Prince Edward Island

☐ 1

Nova Scotia

☐ 2

New Brunswick

☐ 3

Quebec

☐ 4

Ontario

☐ 5

Manitoba

☐ 6

Saskatchewan

☐ 7

Alberta

☐ 8

British Columbia

☐ 9

N.W.T. and Yukon

☐ x

7. Where were you brought up?

On a farm

☐ 0-18

In a village

☐ 1

In a town

☐ 2

In a city

☐ 38. If you were **not** born in Canada, what was your
age when you came to this country?

Less than 15 years

☐ 0-19

15-24 years

☐ 1

25-34 years

☐ 2

35-44 years

☐ 3

45-64 years

☐ 4

65 years or older

☐ 5

9. Where were you living three years ago?

In the same community as now

☐ 0-20In another community but in the same province
as now☐ 1

In another province

☐ 2

(Give name of that province: _____)

Outside of Canada

☐ 3☒ 21

ABOUT YOUR EDUCATION

10. How far did you go in elementary or secondary
school?

Grade or year:

5 or less

☐ 0-22

6

☐ 1

7

☐ 2

8

☐ 3

9

☐ 4

10

☐ 5

11

☐ 6

12

☐ 7

13

☐ 8

11. If you went to high school(secondary school), which course did you take?
- Regular (academic)..... ☐ 0-23
Commercial ☐ 1
Trade or technical (vocational) ☐ 2
12. Have you ever taken any other education? No ☐ 0-24
Yes ☐
- If "Yes", what kind?
- Business college - Completed ☐ 1
- Not completed ☐ 2
Trade school - Completed ☐ 1-25
- Not completed ☐ 2
Institute of Technology - Completed and obtained a diploma . ☐ 1-26
- Not completed ☐ 2
College or university - Completed and obtained a degree. ☐ 1-27
- Not completed ☐ 2
Other..... ☐ 9
13. Do you speak:
- English..... ☐ 28
French ☐
Other languages ☐
14. Have you ever been in a formal apprenticeship program? No ☐ 0-29
Yes ☐
- If "Yes", check one of the following:
- I have completed an apprenticeship and became a journeyman ☐ 1
I began apprenticeship but did not complete it ☐ 2
I am now registered as an apprentice ☐ 3
15. Have you ever taken any training courses organized by the government for unemployed persons?
- Yes, I completed such a course..... ☐ 0-30
Yes, I began such a course but did not complete it. ☐ 1
No..... ☐ 2
16. If you have not taken any training courses organized by the government for unemployed persons, what was the main reason?
- I was not unemployed long enough to consider taking such a course ☐ 0-31
I did not know that there were such courses . ☐ 1
There were no such courses where I lived ... ☐ 2
I am sufficiently trained in my occupation ... ☐ 3
I am too old to go back to school. ☐ 4
I did not have the necessary qualifications.. ☐ 5
I don't believe that such a course can help me ☐ 6
I could not afford to take such a course because I was short of money. ☐ 7
I applied for such a course but was not accepted. ☐ 8
Other reasons ☐ 9

17. If you do believe that more education or training would help you to find a good steady job, what kind of education or training do you think would help you most?
- General education, such as English, mathematics, etc. ☐
Training in practical skills, such as trade or technical training ☐
Both general education and training in practical skills ☐
I do not believe that more education or training would help me ☐

ABOUT YOUR WORK

18. What is your main reason for working?
- To support my family ☐
To support myself ☐
To help my husband to support my family. ☐
To help my parents to support the family. ☐
To have something useful to do ☐
19. What is your **main** occupation?
- (Give below your main occupation in detail, usually using two words to describe it; for example, write "store clerk" instead of just "clerk"; or write "automobile mechanic" instead of just "mechanic".)
- _____
- If you ever had **another** occupation, what was it?
- _____
20. Where do you usually work?
- In a factory, plant or mill. ☐
On construction or road work. ☐
In a store ☐
In a restaurant or a hotel. ☐
In transportation or communication ☐
In finance, insurance or real estate ☐
In government, hospital or school ☐
On a farm, in a mine, in a quarry, in the woods or fishing ☐
Somewhere else ☐
Haven't worked regularly as yet. ☐
21. What kind of work suits you best?
- Regular full time job. ☐
Regular part time job ☐
Temporary full time job ☐
Temporary part time job ☐
22. Do you usually work for pay? Yes ☐
No ☐

If you do not usually work for pay, are you:

Keeping house or helping to keep house? ☐ 0-41

Going to school? ☐ 1

Retired? ☐ 2

Self-employed? ☐ 3

Working for family business without pay? ☐ 4

Just staying at home? ☐ 5

Other ☐ 6

Do you find it difficult to find a job because of any physical disability? Yes ☐ 0-42

..... No ☐ 1

Does your age make it difficult for you to find a job? Yes ☐ 0-43

..... No ☐ 1

Did you have a job last week?

Yes, but worked part of the week only. ☐ 0-44

Yes, worked full week ☐ 1

No ☐ 2

How many months has it been since you had a steady job? ("Steady" means a job lasting at least one month.)

Less than 1 month. ☐ 0-45

1-2 months ☐ 1

3-4 months ☐ 2

5-6 months ☐ 3

7-8 months ☐ 4

9-10 months ☐ 5

11-12 months ☐ 6

1-2 years ☐ 7

More than 2 years ☐ 8

Haven't worked regularly as yet. ☐ 9

In the past 12 months, how much unemployment have you had altogether?

Less than 1 week ☐ 0-46

1-2 weeks ☐ 1

3-4 weeks ☐ 2

1-2 months ☐ 3

3-4 months ☐ 4

5-6 months ☐ 5

7-8 months ☐ 6

9-10 months ☐ 7

11-12 months ☐ 8

I am looking for my first job ☐ 9

If you have been unemployed several times during the last 5 years, was it mostly in:

Winter? ☐ 0-47

Summer? ☐ 1

No difference ☐ 2

Not often unemployed ... ☐ 3

Are you usually unemployed at this time of the year? Yes ☐ 0-48

..... No ☐ 1

31. How many times have you changed employers during the last three years?

Once ☐ 0-49

Twice ☐ 1

Three times ☐ 2

Four times ☐ 3

Five times ☐ 4

More than five times ☐ 5

Not at all ☐ 6

I am looking for my first job ☐ 7

32. Are you **now** drawing Unemployment Insurance benefit? Yes ☐ 0-50

..... No ☐ 1

33. If you are **not** drawing Unemployment Insurance benefit, what is the reason?

I do not have enough contributions (stamps) to qualify for benefit ☐ 0-51

I have exhausted my benefit ☐ 1

I did not make a claim for benefit ☐ 2

I have had no news of my claim as yet ☐ 3

I have been disqualified ☐ 4

Haven't worked regularly as yet ☐ 5

I have been self-employed ☐ 6

Other reasons. ☐ 7

34. Are you **now** receiving any other financial assistance from public funds, such as welfare or relief payments? Yes ☐ 0-52

..... No ☐ 1


35. To get a suitable job, would you consider moving to:

Another part of the province? Yes ☐


..... No ☐

Another province? Yes ☐


..... No ☐ 53

No, I would not move at all. ☐ 

36. If you would not move at all, what is the main reason?

 54,55

37. What do you think is preventing you most from getting a good steady job?

 56,57

ABOUT YOUR FAMILY

38. Main occupation of your father (even if retired or deceased):

(Give below father's occupation in detail, using usually two words describing it. For example, write "store clerk" instead of just "clerk"; or write "automobile mechanic" instead of just "mechanic".)

58, 59



39. How much education did your father have?

Hardly any
Some elementary school.....
Finished elementary school.....
Some high school.....
Finished high school.....
Some college or university.....
Finished college or university.....
Don't know.....

☐ 0-60
☐ 1
☐ 2
☐ 3
☐ 4
☐ 5
☐ 6
☐ 7

40. Are you single or married?

Single
Married
Widowed, separated, divorced.....

☐ 0-61
☐ 1
☐ 2

41. Are you the head of the family?.....Yes
No

☐ 0-62
☐ 1

42. How many people, including yourself, are living in your household?

(Write the answer in the box).....

63, 64

43. Is at least one of your parents living in the same household as you?..... Yes
No

☐ 0-65
☐ 1

44. Is at least one of your parents working full time?..... Yes
No

☐ 0-66
☐ 1

45. When were you married? (If married more than once, give year of **latest** marriage.)

1965.....
1964.....
1963.....
1962.....
1960-1961.....
1956-1959.....
1952-1955.....
1948-1951.....
1944-1947.....
Before 1944.....

☐ 0-67
☐ 1
☐ 2
☐ 3
☐ 4
☐ 5
☐ 6
☐ 7
☐ 8
☐ 9
☐ x

I am not married.....

46. It you live with your wife (or husband) does she (or he) usually work for pay?

Yes, but only part time.....
Yes, full time.....
No.....
I am not living with my wife (or husband)....

☐ 0-68
☐ 1
☐ 2
☐ 3

47. How many children are living with you?

(Write number of children in the box).....

How many of them are too young to go to school

How many of them are going to school.....

How many of them are out of school but are not working full time for pay.....

How many of them are working full time for pay

48. How many persons in your family are financially dependent upon you?

(Write number of dependents in the box).....

OTHER QUESTIONS

49. Do you own a house?..... No

Yes

☐ 0
☐

If you own a house, do you have a mortgage on it?..... No

Yes

☐ 1
☐ 2

50. Do you have any debts other than a mortgage?

.....No

Yes

☐ 0
☐

If you have such other debts, is their total greater than \$1,000?.....No

Yes

☐ 1
☐ 2

51. When you had your last steady job, what was your usual **weekly** pay?

Less than \$20.....

\$20-39.....

\$40-59.....

\$60-79.....

\$80-99.....

\$100-124.....

\$125-149.....

\$150 or more.....

Have not had a steady job as yet.....

☐ 0-
☐ 1
☐ 2
☐ 3
☐ 4
☐ 5
☐ 6
☐ 7
☐ 8

52. What is your family's **weekly** income **now**? (Include weekly income of all members of your family living with you, as well as unemployment insurance benefits, relief payments, pensions, etc.)

Less than \$20.....

\$20-39.....

\$40-59.....

\$60-79.....

\$80-99.....

\$100-149.....

\$150-199.....

\$200-249.....

\$250-299.....

\$300 or more.....

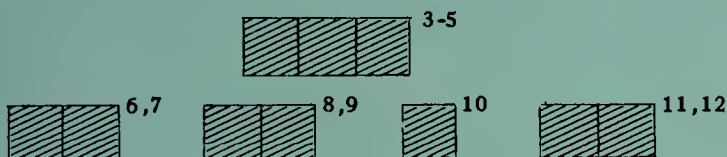
☐ 0-4
☐ 1
☐ 2
☐ 3
☐ 4
☐ 5
☐ 6
☐ 7
☐ 8
☐ 9



PLEASE DO NOT WRITE YOUR
NAME ANYWHERE ON THIS FORM

SURVEY OF EMPLOYMENT CONDITIONS, 1966

A (For Office Use Only)



ABOUT YOURSELF

1. Where do you live right now?

(City, town, village or rural municipality) (Province)

PLEASE ANSWER EACH QUESTION
BELOW BY MARKING THE BOX
BESIDE THE RIGHT ANSWER

2. When did you move to the community in which you now live?

- Less than 1 year ago ☐ 0-13
- 1-3 years ago ☐ 1
- 4-9 years ago ☐ 2
- 10-20 years ago ☐ 3
- More than 20 years ago ☐ 4
- I was born in this community ☐ 5

3. What is your sex? ☐ 0-14 Male
Female ☐ 1

4. How old are you?

- Under 15 years ☐ 0-15
- 15-19 years ☐ 1
- 20-24 years ☐ 2
- 25-29 years ☐ 3
- 30-34 years ☐ 4
- 35-44 years ☐ 5
- 45-54 years ☐ 6
- 55-64 years ☐ 7
- 65-70 years ☐ 8
- Over 70 years ☐ 9

5. Where were you born?

- Canada ☐ 0-16
- United States ☐ 1
- United Kingdom, Eire ☐ 2
- Europe ☐ 3
- Other ☐ 4

6. If you were born in Canada, in which province?

- Newfoundland ☐ 0-17
- Prince Edward Island ☐ 1
- Nova Scotia ☐ 2
- New Brunswick ☐ 3
- Quebec ☐ 4
- Ontario ☐ 5
- Manitoba ☐ 6
- Saskatchewan ☐ 7
- Alberta ☐ 8
- British Columbia ☐ 9
- N.W.T. and Yukon ☐ x

7. Where were you brought up?

- On a farm ☐ 0-18
- In a village ☐ 1
- In a town ☐ 2
- In a city ☐ 3

8. If you were not born in Canada, what was your age when you came to this country?

- Less than 15 years ☐ 0-19
- 15-24 years ☐ 1
- 25-34 years ☐ 2
- 35-44 years ☐ 3
- 45-64 years ☐ 4
- 65 years or older ☐ 5

9. Where were you living three years ago?

- In the same community as now ☐ 0-20
- In another community but in the same province as now ☐ 1
- In another province ☐ 2
- (Give name of that province: _____)

- Outside of Canada ☐ 3
- ☐ 21

ABOUT YOUR EDUCATION

10. How far did you go in elementary or secondary school?

- Grade or year:
- 5 or less ☐ 0-22
- 6 ☐ 1
- 7 ☐ 2
- 8 ☐ 3
- 9 ☐ 4
- 10 ☐ 5
- 11 ☐ 6
- 12 ☐ 7
- 13 ☐ 8

11. If you went to high school(secondary school), which course did you take?
- | | | |
|---------------------------------------|--------------------------|------|
| Regular (academic)..... | <input type="checkbox"/> | 0-23 |
| Commercial | <input type="checkbox"/> | 1 |
| Trade or technical (vocational) | <input type="checkbox"/> | 2 |
12. Have you ever taken any other education? No ☐ 0-24
Yes ☐
- If "Yes", what kind?
- | | | | |
|-------------------------|--------------------------------------|--------------------------|------|
| Business college | - Completed | <input type="checkbox"/> | 1 |
| | - Not completed | <input type="checkbox"/> | 2 |
| Trade school | - Completed | <input type="checkbox"/> | 1-25 |
| | - Not completed | <input type="checkbox"/> | 2 |
| Institute of Technology | - Completed and obtained a diploma . | <input type="checkbox"/> | 1-26 |
| | - Not completed | <input type="checkbox"/> | 2 |
| College or university | - Completed and obtained a degree . | <input type="checkbox"/> | 1-27 |
| | - Not completed | <input type="checkbox"/> | 2 |
| Other..... | | <input type="checkbox"/> | 9 |
13. Do you speak:
- | | | |
|-----------------------|--------------------------|----|
| English..... | <input type="checkbox"/> | 28 |
| French | <input type="checkbox"/> | |
| Other languages | <input type="checkbox"/> | |
14. Have you ever been in a formal apprenticeship program?
- | | | |
|-----|--------------------------|------|
| No | <input type="checkbox"/> | 0-29 |
| Yes | <input type="checkbox"/> | |
- If "Yes", check one of the following:
- | | | |
|--|--------------------------|---|
| I have completed an apprenticeship and became a journeyman | <input type="checkbox"/> | 1 |
| I began apprenticeship but did not complete it | <input type="checkbox"/> | 2 |
| I am now registered as an apprentice | <input type="checkbox"/> | 3 |
15. Have you ever taken any training courses organized by the government for unemployed persons?
- | | | |
|--|--------------------------|------|
| Yes, I completed such a course..... | <input type="checkbox"/> | 0-30 |
| Yes, I began such a course but did not complete it. | <input type="checkbox"/> | 1 |
| No..... | <input type="checkbox"/> | 2 |
16. If you have not taken any training courses organized by the government for unemployed persons, what was the main reason?
- | | | |
|---|--------------------------|------|
| I was not unemployed long enough to consider taking such a course | <input type="checkbox"/> | 0-31 |
| I did not know that there were such courses . | <input type="checkbox"/> | 1 |
| There were no such courses where I lived ... | <input type="checkbox"/> | 2 |
| I am sufficiently trained in my occupation ... | <input type="checkbox"/> | 3 |
| I am too old to go back to school. | <input type="checkbox"/> | 4 |
| I did not have the necessary qualifications.. | <input type="checkbox"/> | 5 |
| I don't believe that such a course can help me | <input type="checkbox"/> | 6 |
| I could not afford to take such a course because I was short of money. | <input type="checkbox"/> | 7 |
| I applied for such a course but was not accepted..... | <input type="checkbox"/> | 8 |
| Other reasons | <input type="checkbox"/> | 9 |

17. If you do believe that more education or training would help you to find a good steady job, what kind of education or training do you think would help you most?

General education, such as English, mathematics, etc.....	<input type="checkbox"/>
Training in practical skills, such as trade or technical training	<input type="checkbox"/>
Both general education and training in practical skills	<input type="checkbox"/>
I do not believe that more education or training would help me	<input type="checkbox"/>

ABOUT YOUR WORK

18. What is your main reason for working?

To support my family	<input type="checkbox"/>
To support myself	<input type="checkbox"/>
To help my husband to support my family	<input type="checkbox"/>
To help my parents to support the family.	<input type="checkbox"/>
To have something useful to do	<input type="checkbox"/>

19. What is your **main** occupation?

(Give below your main occupation in detail, usually using two words to describe it; for example, write "store clerk" instead of just "clerk"; or write "automobile mechanic" instead of just "mechanic".)

If you ever had **another** occupation, what was it?

20. Where do you usually work?

In a factory, plant or mill.....	<input type="checkbox"/>	0
On construction or road work.....	<input type="checkbox"/>	1
In a store	<input type="checkbox"/>	2
In a restaurant or a hotel.....	<input type="checkbox"/>	3
In transportation or communication	<input type="checkbox"/>	4
In finance, insurance or real estate	<input type="checkbox"/>	5
In government, hospital or school	<input type="checkbox"/>	6
On a farm, in a mine, in a quarry, in the woods or fishing	<input type="checkbox"/>	7
Somewhere else	<input type="checkbox"/>	8
Haven't worked regularly as yet.....	<input type="checkbox"/>	9

21. What kind of work suits you best?

Regular full time job.....	<input type="checkbox"/>	0-
Regular part time job	<input type="checkbox"/>	1
Temporary full time job	<input type="checkbox"/>	2
Temporary part time job.....	<input type="checkbox"/>	3

22. Do you usually work for pay?
- | | | |
|-----|--------------------------|----|
| Yes | <input type="checkbox"/> | 0- |
| No | <input type="checkbox"/> | 1 |

If you do not usually work for pay, are you:

Keeping house or helping to keep house? ☐ 041

Going to school? ☐ 1

Retired? ☐ 2

Self-employed? ☐ 3

Working for family business without pay? ☐ 4

Just staying at home? ☐ 5

Other ☐ 6

Do you find it difficult to find a job because of any physical disability? Yes ☐ 042

..... No ☐ 1

Does your age make it difficult for you to find a job? Yes ☐ 043

..... No ☐ 1

Did you have a job last week?

Yes, but worked part of the week only ☐ 044

Yes, worked full week ☐ 1

No ☐ 2

How many months has it been since you had a steady job? ("Steady" means a job lasting at least one month.)

Less than 1 month ☐ 045

1-2 months ☐ 1

3-4 months ☐ 2

5-6 months ☐ 3

7-8 months ☐ 4

9-10 months ☐ 5

11-12 months ☐ 6

1-2 years ☐ 7

More than 2 years ☐ 8

Haven't worked regularly as yet ☐ 9

In the past 12 months, how much unemployment have you had altogether?

Less than 1 week ☐ 046

1-2 weeks ☐ 1

3-4 weeks ☐ 2

1-2 months ☐ 3

3-4 months ☐ 4

5-6 months ☐ 5

7-8 months ☐ 6

9-10 months ☐ 7

11-12 months ☐ 8

I am looking for my first job ☐ 9

If you have been unemployed several times during the last 5 years, was it mostly in:

Winter? ☐ 047

Summer? ☐ 1

No difference ☐ 2

Not often unemployed ☐ 3

Are you usually unemployed at this time of the year? Yes ☐ 048

..... No ☐ 1

31. How many times have you changed employers during the last three years?

Once ☐ 049

Twice ☐ 1

Three times ☐ 2

Four times ☐ 3

Five times ☐ 4

More than five times ☐ 5

Not at all ☐ 6

I am looking for my first job ☐ 7

32. Are you **now** drawing Unemployment Insurance benefit? Yes ☐ 050

..... No ☐ 1

33. If you are **not** drawing Unemployment Insurance benefit, what is the reason?

I do not have enough contributions (stamps) to qualify for benefit ☐ 051

I have exhausted my benefit ☐ 1

I did not make a claim for benefit ☐ 2

I have had no news of my claim as yet ☐ 3

I have been disqualified ☐ 4

Haven't worked regularly as yet ☐ 5

I have been self-employed ☐ 6

Other reasons ☐ 7

34. Are you **now** receiving any other financial assistance from public funds, such as welfare or relief payments? Yes ☐ 052

..... No ☐ 1


35. To get a suitable job, would you consider moving to:

Another part of the province? Yes ☐


..... No ☐

Another province? Yes ☐

..... No ☐ 53

No, I would not move at all ☐ 

36. If you would not move at all, what is the main reason?


.....  54,55

.....

.....

.....

37. What do you think is preventing you most from getting a good steady job?

.....  56,57

.....

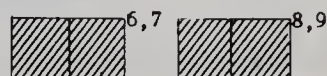
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DEPARTMENT OF LABOUR
Economics and Research BranchPLEASE DO NOT WRITE YOUR
NAME ANYWHERE ON THIS FORM

SURVEY OF EMPLOYMENT CONDITIONS, 1965

To be completed by the instructor



Name of training centre or school: _____

Complete postal address: _____

(City, town, municipality)

(Number, Street, P.O. Box)

(Province)

Name of course: _____

Length of course in weeks: _____ weeks

Name of instructor: _____

Questions 1-52 to be answered
by the trainee**ABOUT YOURSELF**

Where do you live right now?

(City, town, village or rural municipality)

(Province)

PLEASE ANSWER EACH QUESTION
BELOW BY MARKING THE BOX
BESIDE THE RIGHT ANSWER

When did you move to this community?

- | | |
|------------------------------------|-------------------------------|
| Less than 1 year ago | <input type="checkbox"/> 0-13 |
| 1-3 years ago | <input type="checkbox"/> 1 |
| 4-9 years ago | <input type="checkbox"/> 2 |
| 10-20 years ago | <input type="checkbox"/> 3 |
| More than 20 years ago | <input type="checkbox"/> 4 |
| I was born in this community | <input type="checkbox"/> 5 |

What is your sex? Male
Female

- | | |
|----------------------|-------------------------------|
| How old are you? | |
| Under 15 years | <input type="checkbox"/> 0-15 |
| 15-19 years | <input type="checkbox"/> 1 |
| 20-24 years | <input type="checkbox"/> 2 |
| 25-29 years | <input type="checkbox"/> 3 |
| 30-34 years | <input type="checkbox"/> 4 |
| 35-44 years | <input type="checkbox"/> 5 |
| 45-54 years | <input type="checkbox"/> 6 |
| 55-64 years | <input type="checkbox"/> 7 |
| 65-70 years | <input type="checkbox"/> 8 |
| Over 70 years | <input type="checkbox"/> 9 |

5. Where were you born?

- | | |
|----------------------------|-------------------------------|
| Canada | <input type="checkbox"/> 0-16 |
| United States | <input type="checkbox"/> 1 |
| United Kingdom, Eire. | <input type="checkbox"/> 2 |
| Europe | <input type="checkbox"/> 3 |
| Other | <input type="checkbox"/> 4 |

6. If you were born in Canada, in which province?


- | | |
|----------------------------|-------------------------------|
| Newfoundland. | <input type="checkbox"/> 0-17 |
| Prince Edward Island | <input type="checkbox"/> 1 |
| Nova Scotia | <input type="checkbox"/> 2 |
| New Brunswick | <input type="checkbox"/> 3 |
| Quebec | <input type="checkbox"/> 4 |
| Ontario | <input type="checkbox"/> 5 |
| Manitoba | <input type="checkbox"/> 6 |
| Saskatchewan | <input type="checkbox"/> 7 |
| Alberta | <input type="checkbox"/> 8 |
| British Columbia | <input type="checkbox"/> 9 |
| N.W.T. and Yukon | <input type="checkbox"/> x |

7. Where were you brought up?


- | | |
|--------------------|-------------------------------|
| On a farm | <input type="checkbox"/> 0-18 |
| In a village. | <input type="checkbox"/> 1 |
| In a town. | <input type="checkbox"/> 2 |
| In a city | <input type="checkbox"/> 3 |

8. If you were **not** born in Canada, what was your
age when you came to this country?

- | | |
|--------------------------|-------------------------------|
| Less than 15 years | <input type="checkbox"/> 0-19 |
| 15-24 years | <input type="checkbox"/> 1 |
| 25-34 years | <input type="checkbox"/> 2 |
| 35-44 years | <input type="checkbox"/> 3 |
| 45-64 years | <input type="checkbox"/> 4 |
| 65 years or older | <input type="checkbox"/> 5 |

9. Where were you living three years ago?
- In the same community as now ☐ 0-20
- In another community but in the same province
as now ☐ 1
- In another province ☐ 2
- (Give name of that province: _____)
- Outside of Canada ☐ 3
-  21

ABOUT YOUR EDUCATION

10. How far did you go in elementary or secondary school?
- Grade or year:
- 5 or less ☐ 0-22
- 6 ☐ 1
- 7 ☐ 2
- 8 ☐ 3
- 9 ☐ 4
- 10 ☐ 5
- 11 ☐ 6
- 12 ☐ 7
- 13 ☐ 8
11. If you went to high school (secondary school), which course did you take?
- Regular (academic) ☐ 0-23
- Commercial ☐ 1
- Trade or technical (vocational) ☐ 2
12. Have you ever taken any other education? No ☐ 0-24
- Yes ☐
- If "Yes", what kind?
- Business college - Completed ☐ 1
- Not completed ☐ 2
- Trade school - Completed ☐ 1-25
- Not completed ☐ 2
- Institute of Technology - Completed and obtained a diploma . ☐ 1-26
- Not completed ☐ 2
- College or university - Completed and obtained a degree . ☐ 1-27
- Not completed ☐ 2
- Other ☐ 9
13. Do you speak:
- English ☐ 28
- French ☐
- Other languages ☐ 
14. Have you ever been in a formal apprenticeship program? No ☐ 0-29
- Yes ☐
- If "Yes", check one of the following:
- I have completed an apprenticeship and became a journeyman ☐ 1
- I began apprenticeship but did not complete it ☐ 2
- I am now registered as an apprentice ☐ 3

15. } For office use only
16. }

17. Is the course you are taking now your first choice, or would you rather be taking a different course? ☐ 0-
- The present course is my first choice ☐ 1
- I would rather be in a different course ☐ 2
- I don't know ☐

ABOUT YOUR WORK

18. What is your main reason for working?
- To support my family ☐ 0-
- To support myself ☐ 1
- To help my husband to support my family ☐ 2
- To help my parents to support the family. ☐ 3
- To have something useful to do ☐ 4
19. What is your main occupation?
- (Give below your main occupation in detail, usually using two words to describe it; for example, write "store clerk" instead of just "clerk"; or write "automobile mechanic" instead of just "mechanic".)
- If you ever had another occupation, what was it?
20. Where do you usually work?
- In a factory, plant or mill ☐ 0-
- On construction or road work ☐ 1
- In a store ☐ 2
- In a restaurant or a hotel ☐ 3
- In transportation or communication ☐ 4
- In finance, insurance or real estate ☐ 5
- In government, hospital or school ☐ 6
- On a farm, in a mine, in a quarry, in the woods or fishing ☐ 7
- Somewhere else ☐ 8
- Haven't worked regularly as yet ☐ 9
21. What kind of work suits you best?
- Regular full time job ☐ 0-
- Regular part time job ☐ 1
- Temporary full time job ☐ 2
- Temporary part time job ☐ 3
22. Do you usually work for pay? Yes ☐ 0-
- No ☐ 1

If you do not usually work for pay, are you:

Keeping house or helping to keep house? ☐ 041

Going to school? ☐ 1

Retired? ☐ 2

Self-employed? ☐ 3

Working for family business without pay? ☐ 4

Just staying at home? ☐ 5

Other ☐ 6

Do you find it difficult to find a job because of any physical disability? ☐ 042

Yes ☐ 1

No ☐

Does your age make it difficult for you to find a job? ☐ 043

Yes ☐ 1

No ☐

Do you think that the training you are taking now will help you to obtain a steady job?

Yes ☐ 0-44

No ☐ 1

Don't know ☐ 2

How many months has it been since you had a steady job? ("Steady" means a job lasting at least one month.)

Less than 1 month ☐ 045

1-2 months ☐ 1

3-4 months ☐ 2

5-6 months ☐ 3

7-8 months ☐ 4

9-10 months ☐ 5

11-12 months ☐ 6

1-2 years ☐ 7

More than 2 years ☐ 8

Haven't worked regularly as yet ☐ 9

In the past 12 months, how much unemployment have you had altogether?

Less than 1 week ☐ 046

1-2 weeks ☐ 1

3-4 weeks ☐ 2

1-2 months ☐ 3

3-4 months ☐ 4

5-6 months ☐ 5

7-8 months ☐ 6

9-10 months ☐ 7

11-12 months ☐ 8

I am looking for my first job ☐ 9

If you have been unemployed several times during the last 5 years, was it mostly in:

Winter? ☐ 047

Summer? ☐ 1

No difference ☐ 2

Not often unemployed ☐ 3

30. Are you usually unemployed at this time of the year? ☐ 048

Yes ☐ 1

No ☐

31. How many times have you changed employers during the last three years?

Once ☐ 049

Twice ☐ 1

Three times ☐ 2

Four times ☐ 3

Five times ☐ 4

More than five times ☐ 5

Not at all ☐ 6

I am looking for my first job ☐ 7

32. Are you **now** drawing Unemployment Insurance benefit? ☐ 050

Yes ☐ 1

No ☐

33. If you are **not** drawing Unemployment Insurance benefit, what is the reason?

I do not have enough contributions (stamps) to qualify for benefit ☐ 051

I have exhausted my benefit ☐ 1

I did not make a claim for benefit ☐ 2

I have had no news of my claim as yet ☐ 3

I have been disqualified ☐ 4

Haven't worked regularly as yet ☐ 5

I have been self-employed ☐ 6

Other reasons ☐ 7

34. For office use only ☐ 52

35. To get a suitable job, would you consider moving to:

Another part of the province? ☐ Yes ☐ No ☐

Another province? ☐ Yes ☐ No ☐ 53

No, I would not move at all ☐

36. If you would not move at all, what is the main reason? ☐ 54,55

37. What do you think is preventing you most from getting a good steady job? ☐ 56,57

ABOUT YOUR FAMILY

38. Main occupation of your father (even if retired or deceased):

(Give below father's occupation in detail, using usually two words describing it. For example, write "store clerk" instead of just "clerk"; or write "automobile mechanic" instead of just "mechanic".)

58, 59



39. How much education did your father have?

- Hardly any
Some elementary school.....
Finished elementary school.....
Some high school.....
Finished high school.....
Some college or university.....
Finished college or university.....
Don't know.....

- ☐ 0-60
☐ 1
☐ 2
☐ 3
☐ 4
☐ 5
☐ 6
☐ 7

40. Are you single or married?

- Single
Married
Widowed, separated, divorced.....

- ☐ 0-61
☐ 1
☐ 2

41. Are you the head of the family?..... Yes
No

- ☐ 0-62
☐ 1

42. How many people, including yourself, are living in your household?
(Write the answer in the box).....

63, 64

43. Is at least one of your parents living in the same household as you?..... Yes
No

- ☐ 0-65
☐ 1

44. Is at least one of your parents working full time?..... Yes
No

- ☐ 0-66
☐ 1

45. When were you married? (If married more than once, give year of **latest** marriage.)

- 1965.....
1964.....
1963.....
1962.....
1960-1961.....
1956-1959.....
1952-1955.....
1948-1951.....
1944-1947.....
Before 1944.....
I am not married.....

- ☐ 0-67
☐ 1
☐ 2
☐ 3
☐ 4
☐ 5
☐ 6
☐ 7
☐ 8
☐ 9
☐ x

46. If you live with your wife (or husband) does she (or he) usually work for pay?

- Yes, but only part time.....
Yes, full time.....
No.....
I am not living with my wife (or husband)....

- ☐ 0-68
☐ 1
☐ 2
☐ 3

47. How many children are living with you?

(Write number of children in the box).....

How many of them are too young to go to school

How many of them are going to school.....

How many of them are out of school but are not working full time for pay.....

How many of them are working full time for pay

48. How many persons in your family are financially dependent upon you?

(Write number of dependents in the box).....

OTHER QUESTIONS

49. Do you own a house?..... No
Yes

If you own a house, do you have a mortgage on it?..... No
Yes

50. Do you have any debts other than a mortgage?..... No
Yes

If you have such other debts, is their total greater than \$1,000?..... No
Yes

51. When you had your last steady job, what was your usual **weekly** pay?

- Less than \$20
\$20-39
\$40-59
\$60-79
\$80-99
\$100-124.....
\$125-149.....
\$150 or more.....
Have not had a steady job as yet.....

52. What is your family's **weekly** income **now**? (Include weekly income of all members of your family living with you, as well as unemployment insurance benefits, relief payments, pensions, etc.)

- Less than \$20
\$20-39
\$40-59
\$60-79
\$80-99
\$100-149
\$150-199
\$200-249
\$250-299
\$300 or more.....



PLEASE DO NOT WRITE YOUR
NAME ANYWHERE ON THIS FORM

SURVEY OF EMPLOYMENT CONDITIONS, 1966

To be completed by the instructor

Name of training centre or school: _____

3

4

5

Complete postal address: _____

(City, town, municipality)

6,7

8,9

(Number, Street, P.O. Box)

(Province)

Name of course: _____

10

11,12

Length of course in weeks: _____ weeks

Name of instructor: _____

Questions 1-52 to be answered
by the trainee

ABOUT YOURSELF

1. Where do you live right now?

(City, town, village or rural municipality)

(Province)

PLEASE ANSWER EACH QUESTION
BELOW BY MARKING THE BOX
BESIDE THE RIGHT ANSWER

2. When did you move to the community in which
you now live?

- Less than 1 year ago

0-13
- 1-3 years ago

1
- 4-9 years ago

2
- 10-20 years ago

3
- More than 20 years ago

4
- I was born in this community

5

3. What is your sex? Male

Female

0-14

1

4. How old are you?

- Under 15 years

0-15
- 15-19 years

1
- 20-24 years

2
- 25-29 years

3
- 30-34 years

4
- 35-44 years

5
- 45-54 years

6
- 55-64 years

7
- 65-70 years

8
- Over 70 years

9

5. Where were you born?

- Canada

0-16
- United States

1
- United Kingdom, Eire

2
- Europe

3
- Other

4

6. If you were born in Canada, in which province?

- Newfoundland

0-17
- Prince Edward Island

1
- Nova Scotia

2
- New Brunswick

3
- Quebec

4
- Ontario

5
- Manitoba

6
- Saskatchewan

7
- Alberta

8
- British Columbia

9
- N.W.T. and Yukon

x

7. Where were you brought up?

- On a farm

0-18
- In a village

1
- In a town

2
- In a city

3

8. If you were **not** born in Canada, what was your
age when you came to this country?

- Less than 15 years

0-19
- 15-24 years

1
- 25-34 years

2
- 35-44 years

3
- 45-64 years

4
- 65 years or older

5

9. Where were you living three years ago?

- In the same community as now ☐ 0-20
 In another community but in the same province
 as now ☐ 1
 In another province ☐ 2
 (Give name of that province: _____)

Outside of Canada ☐ 3
☒ 21

ABOUT YOUR EDUCATION

10. How far did you go in elementary or secondary school?

Grade or year:

- 5 or less ☐ 0-22
 6 ☐ 1
 7 ☐ 2
 8 ☐ 3
 9 ☐ 4
 10 ☐ 5
 11 ☐ 6
 12 ☐ 7
 13 ☐ 8

11. If you went to high school (secondary school), which course did you take?

- Regular (academic) ☐ 0-23
 Commercial ☐ 1
 Trade or technical (vocational) ☐ 2

12. Have you ever taken any other education? No ☐ 0-24
 Yes ☐

If "Yes", what kind?

- Business college - Completed ☐ 1
 - Not completed ☐ 2
 Trade school - Completed ☐ 1-25
 - Not completed ☐ 2
 Institute of Technology - Completed and obtained a diploma . ☐ 1-26
 - Not completed ☐ 2
 College or university - Completed and obtained a degree . ☐ 1-27
 - Not completed ☐ 2
 Other ☐ 9

13. Do you speak:

- English ☐
 French ☐
 Other languages ☐ 28

14. Have you ever been in a formal apprenticeship program? No ☐ 0-29

Yes ☐

If "Yes", check one of the following:

- I have completed an apprenticeship and became a journeyman ☐ 1
 I began apprenticeship but did not complete it ☐ 2
 I am now registered as an apprentice ☐ 3

15.

For office use only

16.

17. Is the course you are taking now your first choice, or would you rather be taking a different course?

The present course is my first choice

I would rather be in a different course

I don't know

ABOUT YOUR WORK

18. What is your main reason for working?

To support my family ☐

To support myself ☐

To help my husband to support my family ☐

To help my parents to support the family. ☐

To have something useful to do ☐

19. What is your main occupation?

(Give below your main occupation in detail, usually using two words to describe it; for example, write "store clerk" instead of just "clerk"; or write "automobile mechanic" instead of just "mechanic".)

If you ever had another occupation, what was it?

20. Where do you usually work?

In a factory, plant or mill ☐

On construction or road work ☐

In a store ☐

In a restaurant or a hotel ☐

In transportation or communication ☐

In finance, insurance or real estate ☐

In government, hospital or school ☐

On a farm, in a mine, in a quarry, in the woods

or fishing ☐

Somewhere else ☐

Haven't worked regularly as yet ☐

21. What kind of work suits you best?

Regular full time job ☐ 0

Regular part time job ☐ 1

Temporary full time job ☐ 2

Temporary part time job ☐ 3

22. Do you usually work for pay? Yes ☐ 0
 No ☐ 1

6. If you do not usually work for pay, are you:

Keeping house or helping to keep house?	<input type="checkbox"/> 0-41
Going to school?	<input type="checkbox"/> 1
Retired?	<input type="checkbox"/> 2
Self-employed?	<input type="checkbox"/> 3
Working for family business without pay?	<input type="checkbox"/> 4
Just staying at home?	<input type="checkbox"/> 5
Other	<input type="checkbox"/> 6

7. Do you find it difficult to find a job because of any physical disability?

Yes	<input type="checkbox"/> 0-42
No	<input type="checkbox"/> 1

8. Does your age make it difficult for you to find a job?

Yes	<input type="checkbox"/> 0-43
No	<input type="checkbox"/> 1

9. Do you think that the training you are taking now will help you to obtain a steady job?

Yes	<input type="checkbox"/> 0-44
No	<input type="checkbox"/> 1
Don't know	<input type="checkbox"/> 2

10. How many months has it been since you had a steady job? ("Steady" means a job lasting at least one month.)

Less than 1 month.	<input type="checkbox"/> 0-45
1-2 months	<input type="checkbox"/> 1
3-4 months	<input type="checkbox"/> 2
5-6 months	<input type="checkbox"/> 3
7-8 months	<input type="checkbox"/> 4
9-10 months	<input type="checkbox"/> 5
11-12 months	<input type="checkbox"/> 6
1-2 years	<input type="checkbox"/> 7
More than 2 years	<input type="checkbox"/> 8
Haven't worked regularly as yet	<input type="checkbox"/> 9

11. In the past 12 months, how much unemployment have you had altogether?

Less than 1 week	<input type="checkbox"/> 0-46
1-2 weeks	<input type="checkbox"/> 1
3-4 weeks	<input type="checkbox"/> 2
1-2 months	<input type="checkbox"/> 3
3-4 months	<input type="checkbox"/> 4
5-6 months	<input type="checkbox"/> 5
7-8 months	<input type="checkbox"/> 6
9-10 months	<input type="checkbox"/> 7
11-12 months	<input type="checkbox"/> 8
I am looking for my first job	<input type="checkbox"/> 9

12. If you have been unemployed several times during the last 5 years, was it mostly in:

Winter?	<input type="checkbox"/> 0-47
Summer?	<input type="checkbox"/> 1
No difference	<input type="checkbox"/> 2
Not often unemployed	<input type="checkbox"/> 3

30. Are you usually unemployed at this time of the year?

Yes	<input type="checkbox"/> 0-48
No	<input type="checkbox"/> 1

31. How many times have you changed employers during the last three years?

Once	<input type="checkbox"/> 0-49
Twice	<input type="checkbox"/> 1
Three times	<input type="checkbox"/> 2
Four times	<input type="checkbox"/> 3
Five times	<input type="checkbox"/> 4
More than five times	<input type="checkbox"/> 5
Not at all	<input type="checkbox"/> 6
I am looking for my first job	<input type="checkbox"/> 7

32. Are you now drawing Unemployment Insurance benefit?

Yes	<input type="checkbox"/> 0-50
No	<input type="checkbox"/> 1

33. If you are not drawing Unemployment Insurance benefit, what is the reason?

I do not have enough contributions (stamps) to qualify for benefit	<input type="checkbox"/> 0-51
I have exhausted my benefit	<input type="checkbox"/> 1
I did not make a claim for benefit	<input type="checkbox"/> 2
I have had no news of my claim as yet	<input type="checkbox"/> 3
I have been disqualified	<input type="checkbox"/> 4
Haven't worked regularly as yet	<input type="checkbox"/> 5
I have been self-employed	<input type="checkbox"/> 6
Other reasons.	<input type="checkbox"/> 7

52

35. To get a suitable job, would you consider moving to:

Another part of the province?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Another province?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
No, I would not move at all	<input type="checkbox"/>	<input type="checkbox"/>

53

36. If you would not move at all, what is the main reason?

54,55

37. What do you think is preventing you most from getting a good steady job?

56,57

APPENDIX III - 1 - F

Chi-square analysis for September Female Unplaced Applicants
Comparison Between Alberta and Canada

	χ^2	Sign Level ($P < .05$)	Degrees of Freedom
1. Community of residence	151.4	6.0	2
2. Date when moved to this community	23.4	11.1	5
3. Age	7.8	12.6	6
4. Type of community where brought up	20.6	7.8	3
5. Where living three years ago	38.2	7.8	3
6. School grade	160.5	15.5	8
7. Training for unemployed	10.8	3.8	1
8. Reason for not taking such courses	9.9	14.1	7
9. Type of education believed helpful	35.3	7.8	3
10. Industrial attachment	67.0	14.1	7
11. Type of work preferred	1.2	7.8	3
12. Physical disability	0	3.8	1
13. Age a factor in unemployment	0	3.8	1
14. Time since last steady job	29.8	16.9	9
15. Amount of unemployment in past year	30.1	16.9	9
16. Seasonality of unemployment	4.3	7.8	3
17. Usually unemployed this time of year	4.9	3.8	1
18. Changes of employers in past three years	7.3	12.6	6
19. Drawing unemployment insurance	10.8	14.1	7
20. Willingness to move	1.1	7.8	3
21. Marital status	1.4	6.0	2
22. Year of marriage	38.2	18.3	10
23. Spouse working for pay	3.9	6.0	2
24. Number of persons financially dependent	10.8	9.5	4
25. Weekly pay from last job	16.2	12.6	6
26. Family's weekly income	76.4	16.9	9

APPENDIX III - 2 - M

Chi-square Analysis for February Male Unplaced Applicants
Comparison Between Alberta and Canada

	χ^2	Sign Level ($P < .05$)	Degrees of Freedom
1. Community of residence	206.6	7.8	3
2. Date when moved to this community	271.7	11.1	5
3. Age	6.4	16.9	9
4. Type of community where brought up	171.7	7.8	3
5. Age when came to Canada	9.3	9.5	4
6. School grade	276.3	15.5	8
7. Training for unemployed	1.0	6.0	2
8. Reason for not taking such courses	57.6	16.9	9
9. Type of education believed helpful	27.4	7.8	3
10. Industrial attachment	186.4	16.9	9
11. Type of work preferred	6.0	7.8	3
12. Physical disability	5.9	3.8	1
13. Age a factor in unemployment	7.9	3.8	1
14. Months since last steady job	24.9	16.9	9
15. Amount of unemployment in past year	30.6	16.9	9
16. Seasonality of unemployment	5.4	7.8	3
17. Usually unemployed this time of year	12.9	3.8	1
18. Number of changes of employers in past three years	39.9	14.1	7
19. Those drawing unemployment insurance	24.8	3.8	1
20. Reason for not drawing unemployment insurance	25.7	14.1	7
21. Willingness to move	118.0	7.8	3
22. Marital status	6.2	6.0	2
23. Date of marriage	26.0	18.3	10
24. Spouse working for pay	44.7	7.8	3
25. Number of persons financially dependent	45.7	16.9	9
26. Weekly pay from last job	89.0	15.5	8
27. Family's weekly income	79.4	16.9	9

APPENDIX III - 2 - F

Chi-square Analysis for February Female Unplaced Applicants
Comparison Between Alberta and Canada

	χ^2	Sign Level ($P < .05$)	Degrees of Freedom
1. Community of residence	54.1	6.0	2
2. Date when moved to this community	95.8	11.1	5
3. Age	10.0	14.1	7
4. Type of community where brought up	25.4	7.8	3
5. Where living three years ago	21.2	7.8	3
6. School grade	140.4	15.5	8
7. Training for unemployed	.4	6.0	2
8. Reason for not taking such courses	10.2	15.5	8
9. Type of education believed helpful	18.8	7.8	3
10. Industrial attachment	56.3	14.1	7
11. Type of work preferred	2.6	7.8	3
12. Physical disability	2.2	3.8	1
13. Age a factor in unemployment	4.5	3.8	1
14. Time since last steady job	11.0	16.9	9
15. Amount of unemployment in past year	13.6	15.5	8
16. Seasonality of unemployment	8.7	7.8	3
17. Usually unemployed this time of year	1.9	3.8	1
18. Changes of employers in past three years	27.6	12.6	6
19. Drawing unemployment insurance	3.1	3.8	1
20. Willingness to move	11.2	6.0	2
21. Marital status	6.1	6.0	2
22. Year of marriage	9.4	16.9	9
23. Spouse working for pay	10.0	6.0	2
24. Number of persons financially dependent	4.5	11.1	5
25. Weekly pay from last job	16.7	12.6	6
26. Family's weekly income	28.4	15.5	8

APPENDIX III - 3 - M

Chi-square Analysis for Alberta Male Unplaced Applicants
Comparison Between September and February

	χ^2	Sign Level ($P < .05$)	Degrees of Freedom
1. Community of residence	10.8	7.8	3
2. Date when moved to this community	10.5	11.1	5
3. Age	44.1	15.5	8
4. Type of community where brought up	9.5	7.8	3
5. Age when came to Canada	16.9	9.5	4
6. School grade	99.6	15.5	8
7. Training for unemployed	4.2	6.0	2
8. Reason for not taking such courses	130.4	16.9	9
9. Type of education believed helpful	9.1	7.8	3
10. Industrial attachment	140.1	16.9	9
11. Type of work preferred	12.8	7.8	3
12. Physical disability	2.1	3.8	1
13. Age a factor in unemployment	5.2	3.8	1
14. Months since last steady job	194.7	16.9	9
15. Amount of unemployment in past year	55.7	16.9	9
16. Seasonality of unemployment	329.7	7.8	3
17. Usually unemployed this time of year	109.8	3.8	1
18. Number of changes of employers in past three years	40.9	14.1	7
19. Those drawing unemployment insurance	139.9	3.8	1
20. Reason for not drawing unemployment insurance	36.6	14.1	7
21. Willingness to move	4.9	7.8	3
22. Marital status	1.8	6.0	2
23. Date of marriage	78.2	16.9	9
24. Spouse working for pay	28.6	7.8	3
25. Number of persons financially dependent	22.1	16.9	9
26. Weekly pay from last job	41.8	14.1	7
27. Family's weekly income	68.7	15.5	8

APPENDIX III - 3 - F

Chi-square Analysis for Alberta Female Unplaced Applicants
Comparison Between September and February

	χ^2	Sign Level ($P < .05$)	Degrees of Freedom
1. Community of residence	17.8	6.0	2
2. Date when moved to this community	34.9	11.1	5
3. Age	43.3	12.6	6
4. Type of community where brought up	1.8	3.8	1
5. Where living three years ago	9.7	7.8	3
6. School grade	25.6	15.5	8
7. Training for unemployed	7.2	3.8	1
8. Reason for not taking such courses	5.4	14.1	7
9. Type of education believed helpful	4.7	7.8	3
10. Industrial attachment	58.2	14.1	7
11. Type of work preferred	8.8	7.8	3
12. Physical disability	3.2	3.8	1
13. Age a factor in unemployment	4.5	3.8	1
14. Time since last steady job	80.9	16.9	9
15. Amount of unemployment in past year	43.3	15.5	8
16. Seasonality of unemployment	231.9	7.8	3
17. Usually unemployed this time of year	29.7	3.8	1
18. Changes of employers in past three years	25.1	11.1	5
19. Drawing unemployment insurance	6.1	3.8	1
20. Willingness to move	5.4	6.0	2
21. Marital status	24.4	6.0	2
22. Year of marriage	44.9	18.3	10
23. Spouse working for pay	6.3	6.0	2
24. Number of persons financially dependent	4.0	9.5	4
25. Weekly pay from last job	33.7	12.6	6
26. Family's weekly income	36.9	15.5	8

APPENDIX IV - 1 - M

Chi-square Analysis for September Male Trainees
Comparison Between Alberta and Canada

	χ^2	Sign Level ($P < .05$)	Degrees of Freedom
1. Type of community of residence			
2. Date when moved to this community	28.0	11.1	5
3. Age	48.7	11.1	5
4. Type of community where brought up	6.2	7.8	3
5. Where living three years ago	0.6	6.0	2
6. School grade	7.6	12.6	6
7. Type of education believed helpful	2.1	6.0	2
8. Industrial attachment	38.0	12.6	6
9. Type of work preferred	0	6.0	2
10. Physical disability	19.5	3.8	1
11. Age a factor in unemployment	0.4	3.8	1
12. Time since last steady job	36.1	14.1	7
13. Unemployment in past year	6.5	14.1	7
14. Seasonality of unemployment	1.4	6.0	2
15. Usually unemployed this time of year	1.7	3.8	1
16. Changes of employers in past three years	5.5	11.1	5
17. Drawing unemployment insurance	.1	3.8	1
18. Reason for not drawing unemployment insurance	9.4	9.5	4
19. Willingness to move	1.0	6.0	2
20. Marital status	17.3	3.8	1
21. Year of marriage	19.1	9.5	4
22. Persons financially dependent	9.6	11.1	5
23. Weekly pay from last job	20.9	14.1	7
24. Family's weekly income	13.4	9.5	4

APPENDIX IV - 1 - F

Chi-square Analysis for September Female Trainees
Comparison Between Alberta and Canada

	χ^2	Sign Level ($P < .05$)	Degrees of Freedom
1. Type of community of residence	129.4	3.8	1
2. Date when moved to this community	93.9	11.1	5
3. Age	25.1	11.1	5
4. Type of community where brought up	45.0	7.8	3
5. Where living three years ago	71.2	6.0	2
6. School grade	94.4	11.1	5
7. Type of education believed helpful	19.7	6.0	2
8. Industrial attachment	93.2	12.6	6
9. Type of work preferred	3.5	6.0	2
10. Physical disability	3.7	3.8	1
11. Age a factor in unemployment	0.2	3.8	1
12. Time since last steady job	25.5	16.9	9
13. Unemployment in past year	10.8	16.9	9
14. Seasonality of unemployment	4.3	7.8	3
15. Usually unemployed this time of year	1.4	3.8	1
16. Changes of employers in past three years	6.7	12.6	6
17. Drawing unemployment insurance	0.4	3.8	1
18. Reason for not drawing unemployment insurance	9.3	11.1	5
19. Willingness to move	32.9	7.8	3
20. Marital status	34.1	6.0	2
21. Year of marriage	34.0	15.5	8
22. Persons financially dependent	29.4	9.5	4
23. Weekly pay from last job	4.3	9.5	4
24. Family's weekly income	28.4	15.5	8

APPENDIX IV - 2 - M

Chi-Square Analysis for February Male Trainees
Comparison Between Alberta and Canada

	χ^2	Sign Level ($P < .05$)	Degrees of Freedom
1. Type of community of residence			
2. Date when moved to this community	66.4	11.1	5
3. Age	53.1	11.1	5
4. Type of community where brought up	24.1	7.8	3
5. Where living three years ago	15.3	6.0	2
6. School grade	31.6	14.1	7
7. Type of education believed helpful	14.1	6.0	2
8. Industrial attachment	51.9	15.5	8
9. Type of work preferred	2.4	3.8	1
10. Physical disability	53.3	3.8	1
11. Age a factor in unemployment	1.2	3.8	1
12. Time since last steady job	36.7	16.9	9
13. Unemployment in past year	40.1	16.9	9
14. Seasonality of unemployment	15.1	7.8	3
15. Usually unemployed this time of year	0	3.8	1
16. Changes of employers in past three years	30.9	14.1	7
17. Drawing unemployment insurance	1.0	3.8	1
18. Reason for not drawing unemployment insurance	16.0	12.6	6
19. Willingness to move	12.4	9.5	4
20. Marital status	2.6	6.0	2
21. Year of marriage	30.7	16.9	9
22. Persons financially dependent	11.7	14.1	7
23. Weekly pay from last job	52.1	12.6	6
24. Family's weekly income	17.1	15.5	8

Table 1. Summary of results.

Results are presented in Table 1. The first column shows the number of cases, the second column shows the number of deaths, and the third column shows the number of cases per 100,000 population.

Case No.	Age Group	Sex	Occupation	Result
1	1-10	M	Farmer	Death
2	1-10	F	Homemaker	Death
3	1-10	M	Teacher	Death
4	1-10	F	Homemaker	Death
5	1-10	M	Farmer	Death
6	1-10	F	Homemaker	Death
7	1-10	M	Farmer	Death
8	1-10	F	Homemaker	Death
9	1-10	M	Farmer	Death
10	1-10	F	Homemaker	Death
11	1-10	M	Farmer	Death
12	1-10	F	Homemaker	Death
13	1-10	M	Farmer	Death
14	1-10	F	Homemaker	Death
15	1-10	M	Farmer	Death
16	1-10	F	Homemaker	Death
17	1-10	M	Farmer	Death
18	1-10	F	Homemaker	Death
19	1-10	M	Farmer	Death
20	1-10	F	Homemaker	Death
21	1-10	M	Farmer	Death
22	1-10	F	Homemaker	Death
23	1-10	M	Farmer	Death
24	1-10	F	Homemaker	Death
25	1-10	M	Farmer	Death
26	1-10	F	Homemaker	Death
27	1-10	M	Farmer	Death
28	1-10	F	Homemaker	Death
29	1-10	M	Farmer	Death
30	1-10	F	Homemaker	Death
31	1-10	M	Farmer	Death
32	1-10	F	Homemaker	Death
33	1-10	M	Farmer	Death
34	1-10	F	Homemaker	Death
35	1-10	M	Farmer	Death
36	1-10	F	Homemaker	Death
37	1-10	M	Farmer	Death
38	1-10	F	Homemaker	Death
39	1-10	M	Farmer	Death
40	1-10	F	Homemaker	Death
41	1-10	M	Farmer	Death
42	1-10	F	Homemaker	Death
43	1-10	M	Farmer	Death
44	1-10	F	Homemaker	Death
45	1-10	M	Farmer	Death
46	1-10	F	Homemaker	Death
47	1-10	M	Farmer	Death
48	1-10	F	Homemaker	Death
49	1-10	M	Farmer	Death
50	1-10	F	Homemaker	Death
51	1-10	M	Farmer	Death
52	1-10	F	Homemaker	Death
53	1-10	M	Farmer	Death
54	1-10	F	Homemaker	Death
55	1-10	M	Farmer	Death
56	1-10	F	Homemaker	Death
57	1-10	M	Farmer	Death
58	1-10	F	Homemaker	Death
59	1-10	M	Farmer	Death
60	1-10	F	Homemaker	Death
61	1-10	M	Farmer	Death
62	1-10	F	Homemaker	Death
63	1-10	M	Farmer	Death
64	1-10	F	Homemaker	Death
65	1-10	M	Farmer	Death
66	1-10	F	Homemaker	Death
67	1-10	M	Farmer	Death
68	1-10	F	Homemaker	Death
69	1-10	M	Farmer	Death
70	1-10	F	Homemaker	Death
71	1-10	M	Farmer	Death
72	1-10	F	Homemaker	Death
73	1-10	M	Farmer	Death
74	1-10	F	Homemaker	Death
75	1-10	M	Farmer	Death
76	1-10	F	Homemaker	Death
77	1-10	M	Farmer	Death
78	1-10	F	Homemaker	Death
79	1-10	M	Farmer	Death
80	1-10	F	Homemaker	Death
81	1-10	M	Farmer	Death
82	1-10	F	Homemaker	Death
83	1-10	M	Farmer	Death
84	1-10	F	Homemaker	Death
85	1-10	M	Farmer	Death
86	1-10	F	Homemaker	Death
87	1-10	M	Farmer	Death
88	1-10	F	Homemaker	Death
89	1-10	M	Farmer	Death
90	1-10	F	Homemaker	Death
91	1-10	M	Farmer	Death
92	1-10	F	Homemaker	Death
93	1-10	M	Farmer	Death
94	1-10	F	Homemaker	Death
95	1-10	M	Farmer	Death
96	1-10	F	Homemaker	Death
97	1-10	M	Farmer	Death
98	1-10	F	Homemaker	Death
99	1-10	M	Farmer	Death
100	1-10	F	Homemaker	Death

APPENDIX IV - 2 - F

Chi-square Analysis for February Female Trainees
Comparison Between Alberta and Canada

	χ^2	Sign Level ($P < .05$)	Degrees of Freedom
1. Type of community of residence			
2. Date when moved to this community	98.9	11.1	5
3. Age	32.3	11.1	5
4. Type of community where brought up	38.0	7.8	3
5. Where living three years ago	54.4	6.0	2
6. School grade	153.9	11.1	5
7. Type of education believed helpful	14.4	6.0	2
8. Industrial attachment	98.6	14.1	7
9. Type of work preferred	12.6	6.0	2
10. Physical disability	3.4	3.8	1
11. Age a factor in unemployment	0.5	3.8	1
12. Time since last steady job	35.2	16.9	9
13. Unemployment in past year	18.5	16.9	9
14. Seasonality of unemployment	0.5	7.8	3
15. Usually unemployed this time of year	0.9	3.8	1
16. Changes of employers in past three years	24.0	14.1	7
17. Drawing unemployment insurance	0	3.8	1
18. Reason for not drawing unemployment insurance	16.8	14.1	7
19. Willingness to move	70.9	7.8	3
20. Marital status	70.8	6.0	2
21. Year of marriage	18.8	15.5	8
22. Persons financially dependent	17.6	9.5	4
23. Weekly pay from last job	58.5	11.1	5
24. Family's weekly income	12.5	14.1	7

APPENDIX IV - 3 - M

Chi-square Analysis for Alberta Male Trainees
Comparison Between September and February

	χ^2	Sign Level ($P < .05$)	Degrees of Freedom
1. Type of community of residence	2.2	3.8	1
2. Date when moved to this community	18.9	11.1	5
3. Age	10.0	11.1	5
4. Type of community where brought up	3.8	7.8	3
5. Where living three years ago	.5	6.0	2
6. School grade	11.7	14.1	7
7. Type of education believed helpful	.9	3.8	1
8. Industrial attachment	17.3	11.1	5
9. Type of work preferred	0.8	3.8	1
10. Physical disability	24.0	3.8	1
11. Age a factor in unemployment	4.1	3.8	1
12. Time since last steady job	43.4	15.5	8
13. Unemployment in past year	20.5	15.5	8
14. Seasonality of unemployment	12.8	6.0	2
15. Usually unemployed this time of year	7.6	3.8	1
16. Changes of employers in past three years	4.9	12.6	6
17. Drawing unemployment insurance	17.8	3.8	1
18. Reason for not drawing unemployment insurance	6.0	9.5	4
19. Willingness to move	5.0	6.0	2
20. Marital status	9.4	3.8	1
21. Year of marriage	19.9	11.1	5
22. Persons financially dependent	23.7	11.1	5
23. Weekly pay from last job	9.9	9.5	4
24. Family's weekly income	7.8	11.1	5

Table 1. Summary of results.

Table 1. Summary of results. The table shows the results of the analysis of variance for the different factors and their interactions. The values in parentheses are the degrees of freedom.

Factor	Sum of Squares	Mean Square	F	df
1. Sex	4.28	4.28	1.2	1
2. Age	1.14	1.14	0.3	1
3. Height	0.77	0.77	0.2	1
4. Weight	0.2	0.2	0.0	1
5. Blood pressure	0.2	0.2	0.0	1
6. Heart rate	0.2	0.2	0.0	1
7. Lung capacity	0.2	0.2	0.0	1
8. Blood sugar	0.2	0.2	0.0	1
9. Blood cholesterol	0.2	0.2	0.0	1
10. Blood calcium	0.2	0.2	0.0	1
11. Blood iron	0.2	0.2	0.0	1
12. Blood zinc	0.2	0.2	0.0	1
13. Blood copper	0.2	0.2	0.0	1
14. Blood magnesium	0.2	0.2	0.0	1
15. Blood potassium	0.2	0.2	0.0	1
16. Blood sodium	0.2	0.2	0.0	1
17. Blood phosphorus	0.2	0.2	0.0	1
18. Blood selenium	0.2	0.2	0.0	1
19. Blood manganese	0.2	0.2	0.0	1
20. Blood cobalt	0.2	0.2	0.0	1
21. Blood nickel	0.2	0.2	0.0	1
22. Blood chromium	0.2	0.2	0.0	1
23. Blood molybdenum	0.2	0.2	0.0	1
24. Blood vanadium	0.2	0.2	0.0	1
25. Blood boron	0.2	0.2	0.0	1
26. Blood silicon	0.2	0.2	0.0	1
27. Blood aluminum	0.2	0.2	0.0	1
28. Blood tin	0.2	0.2	0.0	1
29. Blood lead	0.2	0.2	0.0	1
30. Blood cadmium	0.2	0.2	0.0	1
31. Blood mercury	0.2	0.2	0.0	1
32. Blood arsenic	0.2	0.2	0.0	1
33. Blood antimony	0.2	0.2	0.0	1
34. Blood tellurium	0.2	0.2	0.0	1
35. Blood selenium	0.2	0.2	0.0	1
36. Blood molybdenum	0.2	0.2	0.0	1
37. Blood vanadium	0.2	0.2	0.0	1
38. Blood boron	0.2	0.2	0.0	1
39. Blood silicon	0.2	0.2	0.0	1
40. Blood aluminum	0.2	0.2	0.0	1
41. Blood tin	0.2	0.2	0.0	1
42. Blood lead	0.2	0.2	0.0	1
43. Blood cadmium	0.2	0.2	0.0	1
44. Blood mercury	0.2	0.2	0.0	1
45. Blood arsenic	0.2	0.2	0.0	1
46. Blood antimony	0.2	0.2	0.0	1
47. Blood tellurium	0.2	0.2	0.0	1
48. Blood selenium	0.2	0.2	0.0	1
49. Blood molybdenum	0.2	0.2	0.0	1
50. Blood vanadium	0.2	0.2	0.0	1
51. Blood boron	0.2	0.2	0.0	1
52. Blood silicon	0.2	0.2	0.0	1
53. Blood aluminum	0.2	0.2	0.0	1
54. Blood tin	0.2	0.2	0.0	1
55. Blood lead	0.2	0.2	0.0	1
56. Blood cadmium	0.2	0.2	0.0	1
57. Blood mercury	0.2	0.2	0.0	1
58. Blood arsenic	0.2	0.2	0.0	1
59. Blood antimony	0.2	0.2	0.0	1
60. Blood tellurium	0.2	0.2	0.0	1
61. Blood selenium	0.2	0.2	0.0	1
62. Blood molybdenum	0.2	0.2	0.0	1
63. Blood vanadium	0.2	0.2	0.0	1
64. Blood boron	0.2	0.2	0.0	1
65. Blood silicon	0.2	0.2	0.0	1
66. Blood aluminum	0.2	0.2	0.0	1
67. Blood tin	0.2	0.2	0.0	1
68. Blood lead	0.2	0.2	0.0	1
69. Blood cadmium	0.2	0.2	0.0	1
70. Blood mercury	0.2	0.2	0.0	1
71. Blood arsenic	0.2	0.2	0.0	1
72. Blood antimony	0.2	0.2	0.0	1
73. Blood tellurium	0.2	0.2	0.0	1
74. Blood selenium	0.2	0.2	0.0	1
75. Blood molybdenum	0.2	0.2	0.0	1
76. Blood vanadium	0.2	0.2	0.0	1
77. Blood boron	0.2	0.2	0.0	1
78. Blood silicon	0.2	0.2	0.0	1
79. Blood aluminum	0.2	0.2	0.0	1
80. Blood tin	0.2	0.2	0.0	1
81. Blood lead	0.2	0.2	0.0	1
82. Blood cadmium	0.2	0.2	0.0	1
83. Blood mercury	0.2	0.2	0.0	1
84. Blood arsenic	0.2	0.2	0.0	1
85. Blood antimony	0.2	0.2	0.0	1
86. Blood tellurium	0.2	0.2	0.0	1
87. Blood selenium	0.2	0.2	0.0	1
88. Blood molybdenum	0.2	0.2	0.0	1
89. Blood vanadium	0.2	0.2	0.0	1
90. Blood boron	0.2	0.2	0.0	1
91. Blood silicon	0.2	0.2	0.0	1
92. Blood aluminum	0.2	0.2	0.0	1
93. Blood tin	0.2	0.2	0.0	1
94. Blood lead	0.2	0.2	0.0	1
95. Blood cadmium	0.2	0.2	0.0	1
96. Blood mercury	0.2	0.2	0.0	1
97. Blood arsenic	0.2	0.2	0.0	1
98. Blood antimony	0.2	0.2	0.0	1
99. Blood tellurium	0.2	0.2	0.0	1
100. Blood selenium	0.2	0.2	0.0	1

APPENDIX IV - 3 - F

Chi-square Analysis for Alberta Female Trainees
Comparison Between September and February

	χ^2	Sign Level ($P < .05$)	Degrees of Freedom
1. Type of community of residence	5.6	3.8	1
2. Date when moved to this community	7.0	11.1	5
3. Age	0.7	11.1	5
4. Type of community where brought up	17.7	7.8	3
5. Where living three years ago	13.9	7.8	3
6. School grade	15.2	12.6	6
7. Type of education believed helpful	2.3	6.0	2
8. Industrial attachment	2.9	12.6	6
9. Type of work preferred	2.4	6.0	2
10. Physical disability	1.0	3.8	1
11. Age a factor in unemployment	0.1	3.8	1
12. Time since last steady job	17.2	16.9	9
13. Unemployment in past year	22.0	16.9	9
14. Seasonality of unemployment	12.0	7.8	3
15. Usually unemployed this time of year	13.5	3.8	1
16. Changes of employers in past three years	25.8	14.1	7
17. Drawing unemployment insurance	3.0	3.8	1
18. Reason for not drawing unemployment insurance	16.2	11.1	5
19. Willingness to move	6.4	7.8	3
20. Marital status	3.9	6.0	2
21. Year of marriage	10.8	15.5	8
22. Persons financially dependent	51.0	9.5	4
23. Weekly pay from last job	53.2	9.5	4
24. Family's weekly income	13.3	14.1	7

APPENDIX IV - 1974

Continuation of Appendix III - 1974
Continuation of Appendix III - 1974

Line Item	1974	1975	Description
1	1.00	1.00	General Administration
2	1.11	1.11	Personnel Administration
3	1.11	1.11	Personnel Administration
4	1.11	1.11	Personnel Administration
5	1.11	1.11	Personnel Administration
6	1.11	1.11	Personnel Administration
7	1.11	1.11	Personnel Administration
8	1.11	1.11	Personnel Administration
9	1.11	1.11	Personnel Administration
10	1.11	1.11	Personnel Administration
11	1.11	1.11	Personnel Administration
12	1.11	1.11	Personnel Administration
13	1.11	1.11	Personnel Administration
14	1.11	1.11	Personnel Administration
15	1.11	1.11	Personnel Administration
16	1.11	1.11	Personnel Administration
17	1.11	1.11	Personnel Administration
18	1.11	1.11	Personnel Administration
19	1.11	1.11	Personnel Administration
20	1.11	1.11	Personnel Administration
21	1.11	1.11	Personnel Administration
22	1.11	1.11	Personnel Administration
23	1.11	1.11	Personnel Administration
24	1.11	1.11	Personnel Administration
25	1.11	1.11	Personnel Administration
26	1.11	1.11	Personnel Administration
27	1.11	1.11	Personnel Administration
28	1.11	1.11	Personnel Administration
29	1.11	1.11	Personnel Administration
30	1.11	1.11	Personnel Administration
31	1.11	1.11	Personnel Administration
32	1.11	1.11	Personnel Administration
33	1.11	1.11	Personnel Administration
34	1.11	1.11	Personnel Administration
35	1.11	1.11	Personnel Administration
36	1.11	1.11	Personnel Administration
37	1.11	1.11	Personnel Administration
38	1.11	1.11	Personnel Administration
39	1.11	1.11	Personnel Administration
40	1.11	1.11	Personnel Administration
41	1.11	1.11	Personnel Administration
42	1.11	1.11	Personnel Administration
43	1.11	1.11	Personnel Administration
44	1.11	1.11	Personnel Administration
45	1.11	1.11	Personnel Administration
46	1.11	1.11	Personnel Administration
47	1.11	1.11	Personnel Administration
48	1.11	1.11	Personnel Administration
49	1.11	1.11	Personnel Administration
50	1.11	1.11	Personnel Administration

APPENDIX V - 1 - M

Chi-square Analysis, September
Male Unplaced Applicants Compared to Male Trainees

	χ^2	Sign Level ($P < .05$)	Degrees of Freedom
1. Type of community of residence	1,719.1	3.8	1
2. Date when moved to this community	58.8	11.1	5
3. Age	1,098.8	14.1	7
4. Type of community where brought up	109.7	7.8	3
5. Where living three years ago	35.3	7.8	3
6. School grade	299.2	14.1	7
7. Education believed desirable	1,754.5	6.0	2
8. Industrial attachment	80.7	16.9	9
9. Type of work preferred	92.6	6.0	2
10. Physical disability	162.6	3.8	1
11. Age a factor in unemployment	795.0	3.8	1
12. Time since last steady job	*	16.9	9
13. Amount of unemployment in past year	124.6	16.9	9
14. Seasonality of unemployment	14.0	7.8	3
15. Usually unemployed this time of year	6.2	3.8	1
16. Changes of employers in past three years	132.0	14.0	7
17. Drawing unemployment insurance	*	3.8	1
18. Reason for not drawing it	*	14.1	7
19. Willingness to move	*	7.8	3
20. Marital status	19.0	6.0	2
21. Date of Marriage	*	15.5	8
22. Spouse working for pay	160.6	6.0	2
23. Persons financially dependent	*	9.5	4
24. Weekly pay from last job	48.7	6.0	2
25. Family's weekly income	223.2	6.0	2

* Obviously significant

Table 1 - 2 (continued)

Continued. Average annual
 average annual precipitation (mm) and average annual
 average annual precipitation (mm) and average annual

Station	Altitude (m)	Latitude	Longitude	Station	Altitude (m)	Latitude	Longitude
1	1,000	10° 15' N	100° 15' W	1	1,000	10° 15' N	100° 15' W
2	1,000	10° 15' N	100° 15' W	2	1,000	10° 15' N	100° 15' W
3	1,000	10° 15' N	100° 15' W	3	1,000	10° 15' N	100° 15' W
4	1,000	10° 15' N	100° 15' W	4	1,000	10° 15' N	100° 15' W
5	1,000	10° 15' N	100° 15' W	5	1,000	10° 15' N	100° 15' W
6	1,000	10° 15' N	100° 15' W	6	1,000	10° 15' N	100° 15' W
7	1,000	10° 15' N	100° 15' W	7	1,000	10° 15' N	100° 15' W
8	1,000	10° 15' N	100° 15' W	8	1,000	10° 15' N	100° 15' W
9	1,000	10° 15' N	100° 15' W	9	1,000	10° 15' N	100° 15' W
10	1,000	10° 15' N	100° 15' W	10	1,000	10° 15' N	100° 15' W
11	1,000	10° 15' N	100° 15' W	11	1,000	10° 15' N	100° 15' W
12	1,000	10° 15' N	100° 15' W	12	1,000	10° 15' N	100° 15' W
13	1,000	10° 15' N	100° 15' W	13	1,000	10° 15' N	100° 15' W
14	1,000	10° 15' N	100° 15' W	14	1,000	10° 15' N	100° 15' W
15	1,000	10° 15' N	100° 15' W	15	1,000	10° 15' N	100° 15' W
16	1,000	10° 15' N	100° 15' W	16	1,000	10° 15' N	100° 15' W
17	1,000	10° 15' N	100° 15' W	17	1,000	10° 15' N	100° 15' W
18	1,000	10° 15' N	100° 15' W	18	1,000	10° 15' N	100° 15' W
19	1,000	10° 15' N	100° 15' W	19	1,000	10° 15' N	100° 15' W
20	1,000	10° 15' N	100° 15' W	20	1,000	10° 15' N	100° 15' W
21	1,000	10° 15' N	100° 15' W	21	1,000	10° 15' N	100° 15' W
22	1,000	10° 15' N	100° 15' W	22	1,000	10° 15' N	100° 15' W
23	1,000	10° 15' N	100° 15' W	23	1,000	10° 15' N	100° 15' W
24	1,000	10° 15' N	100° 15' W	24	1,000	10° 15' N	100° 15' W
25	1,000	10° 15' N	100° 15' W	25	1,000	10° 15' N	100° 15' W
26	1,000	10° 15' N	100° 15' W	26	1,000	10° 15' N	100° 15' W
27	1,000	10° 15' N	100° 15' W	27	1,000	10° 15' N	100° 15' W
28	1,000	10° 15' N	100° 15' W	28	1,000	10° 15' N	100° 15' W
29	1,000	10° 15' N	100° 15' W	29	1,000	10° 15' N	100° 15' W
30	1,000	10° 15' N	100° 15' W	30	1,000	10° 15' N	100° 15' W

APPENDIX V - 1 - F

Chi-square Analysis, September
Female Unplaced Applicants Compared to Female Trainees

	χ^2	Sign Level ($P < .05$)	Degrees of Freedom
1. Type of community of residence	*	3.8	1
2. Date when moved to this community	58.1	11.1	5
3. Age	*	11.1	5
4. Type of community where brought up	41.4	7.8	3
5. Where living three years ago	*	7.8	3
6. School grade	23.2	12.6	6
7. Education believed desirable	*	6.0	2
8. Industrial attachment	387.0	14.1	7
9. Type of work preferred	*	6.0	2
10. Physical disability	8.7	3.8	1
11. Age a factor in unemployment	27.0	3.8	1
12. Time since last steady job	*	16.9	9
13. Amount of unemployment in past year	58.5	16.9	9
14. Seasonality of unemployment	41.0	7.8	3
15. Usually unemployed this time of year	.1	3.8	1
16. Changes of employers in past three years	27.6	12.6	6
17. Drawing unemployment insurance	*	3.8	1
18. Reason for not drawing it	*	14.1	7
19. Willingness to move	*	7.8	3
20. Marital status	*	6.0	2
21. Date of marriage	*	15.5	8
22. Spouse working for pay	105.2	6.0	2
23. Persons financially dependent	16.5	9.5	4
24. Weekly pay from last job	190.1	7.8	3
25. Family's weekly income	119.3	6.0	2

* Obviously significant

THE 1000 MOST COMMON

English Words and Their Meanings

Rank	Word	Meaning
1	the	used to show possession or relationship
2	and	used to connect words or phrases
3	of	used to show possession or relationship
4	a	used to indicate one of a group
5	an	used to indicate one of a group
6	in	used to show location or time
7	to	used to show direction or purpose
8	is	used to show identity or equality
9	it	used to refer to a person or thing
10	he	used to refer to a male person
11	she	used to refer to a female person
12	you	used to refer to the person being addressed
13	we	used to refer to a group of people
14	us	used to refer to a group of people
15	me	used to refer to the speaker
16	my	used to show possession
17	your	used to show possession
18	his	used to show possession
19	her	used to show possession
20	its	used to show possession
21	their	used to show possession
22	our	used to show possession
23	not	used to show negation
24	but	used to show contrast
25	or	used to show choice
26	so	used to show result
27	because	used to show reason
28	if	used to show condition
29	when	used to show time
30	where	used to show location
31	how	used to show manner
32	why	used to show reason
33	what	used to ask for information
34	who	used to ask for information
35	which	used to ask for information
36	whose	used to ask for information
37	how many	used to ask for information
38	how much	used to ask for information
39	as	used to show comparison
40	like	used to show comparison
41	unlike	used to show comparison
42	as well as	used to show addition
43	in addition to	used to show addition
44	besides	used to show addition
45	except	used to show exclusion
46	except for	used to show exclusion
47	without	used to show exclusion
48	other than	used to show exclusion
49	apart from	used to show exclusion
50	in spite of	used to show contrast
51	despite	used to show contrast
52	in spite of	used to show contrast
53	notwithstanding	used to show contrast
54	nevertheless	used to show contrast
55	nonetheless	used to show contrast
56	all the same	used to show contrast
57	even so	used to show contrast
58	yet	used to show contrast
59	still	used to show contrast
60	even	used to show contrast
61	at least	used to show minimum
62	at most	used to show maximum
63	at least	used to show minimum
64	at most	used to show maximum
65	at least	used to show minimum
66	at most	used to show maximum
67	at least	used to show minimum
68	at most	used to show maximum
69	at least	used to show minimum
70	at most	used to show maximum
71	at least	used to show minimum
72	at most	used to show maximum
73	at least	used to show minimum
74	at most	used to show maximum
75	at least	used to show minimum
76	at most	used to show maximum
77	at least	used to show minimum
78	at most	used to show maximum
79	at least	used to show minimum
80	at most	used to show maximum
81	at least	used to show minimum
82	at most	used to show maximum
83	at least	used to show minimum
84	at most	used to show maximum
85	at least	used to show minimum
86	at most	used to show maximum
87	at least	used to show minimum
88	at most	used to show maximum
89	at least	used to show minimum
90	at most	used to show maximum
91	at least	used to show minimum
92	at most	used to show maximum
93	at least	used to show minimum
94	at most	used to show maximum
95	at least	used to show minimum
96	at most	used to show maximum
97	at least	used to show minimum
98	at most	used to show maximum
99	at least	used to show minimum
100	at most	used to show maximum

APPENDIX V - 2 - M

Chi-square Analysis, February
Male Unplaced Applicants Compared to Male Trainees

	χ^2	Sign Level ($P < .05$)	Degrees of Freedom
1. Type of community of residence	11.8	3.8	1
2. Date when moved to this community	36.8	11.1	5
3. Age	185.5	11.1	5
4. Type of community where brought up	27.5	7.8	3
5. Where living three years ago	27.9	7.8	3
6. School grade	57.8	14.1	7
7. Education believed desirable	*	-	-
8. Industrial attachment	131.0	14.1	7
9. Type of work preferred	10.6	3.8	1
10. Physical disability	16.8	3.8	1
11. Age a factor in unemployment	43.6	3.8	1
12. Time since last steady job	99.0	16.9	9
13. Amount of unemployment in past year	63.4	16.9	9
14. Seasonality of unemployment	65.6	7.8	3
15. Usually employed this time of year	1.1	3.8	1
16. Changes of employers in past three years	25.9	12.6	6
17. Drawing unemployment insurance	17.1	3.8	1
18. Reason for not drawing it	150.0	12.6	6
19. Willingness to move	76.6	7.8	3
20. Marital status	60.6	6.0	2
21. Date of marriage	113.4	18.3	10
22. Spouse working for pay	6.7	6.0	2
23. Persons financially dependent	31.1	14.1	7
24. Weekly pay from last job	11.2	12.6	6
25. Family's weekly income	11.9	15.5	8

* Obviously very significant

APPENDIX V - 2 - F

Chi-square Analysis, February
Female Unplaced Applicants Compared to Female Trainees

	χ^2	Sign Level ($P < .05$)	Degrees of Freedom
1. Type of community of residence	40.1	6.0	2
2. Date when moved to this community	45.7	11.1	5
3. Age	237.5	11.1	5
4. Type of community where brought up	5.5	7.8	3
5. Where living three years ago	30.2	6.0	2
6. School grade	29.2	11.1	5
7. Education believed desirable	*	7.8	3
8. Industrial attachment	486.9	12.6	6
9. Type of work preferred	58.4	6.0	2
10. Physical disability	.1	3.8	1
11. Age a factor in unemployment	18.4	3.8	1
12. Time since last steady job	290.7	16.9	9
13. Amount of unemployment in past year	57.1	15.5	8
14. Seasonality of unemployment	8.9	6.0	2
15. Usually unemployed this time of year	0	3.8	1
16. Changes of employers in past 3 years	25.6	11.1	5
17. Drawing unemployment insurance	145.1	3.8	1
18. Reason for not drawing it	195.9	12.6	6
19. Willingness to move	543.0	6.0	2
20. Marital status	496.8	6.0	2
21. Date of marriage	414.9	15.5	8
22. Spouse working for pay	*	7.8	3
23. Persons financially dependent	58.1	9.5	4
24. Weekly pay from last job	247.5	12.6	6
25. Family's weekly income	61.8	14.1	7

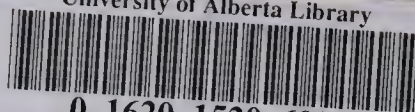
* Obviously very significant

Table 1. Summary of the data collected during the 1998-1999 season.

The data were collected from 10 different sites, each of which was visited on a regular basis. The data were collected from 10 different sites, each of which was visited on a regular basis. The data were collected from 10 different sites, each of which was visited on a regular basis.

Site	Year	Number of birds	Number of eggs	Number of chicks
1	1998	10	10	10
2	1998	10	10	10
3	1998	10	10	10
4	1998	10	10	10
5	1998	10	10	10
6	1998	10	10	10
7	1998	10	10	10
8	1998	10	10	10
9	1998	10	10	10
10	1998	10	10	10
1	1999	10	10	10
2	1999	10	10	10
3	1999	10	10	10
4	1999	10	10	10
5	1999	10	10	10
6	1999	10	10	10
7	1999	10	10	10
8	1999	10	10	10
9	1999	10	10	10
10	1999	10	10	10

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